# MEMORANDUM OF UNDERSTANDING BETWEEN THE TOWN OF MAMMOTH LAKES AND

# THE MAMMOTH LAKES GENERAL EMPLOYEES' ASSOCIATION July 1, 2023 to June 30, 2026

#### **PREAMBLE**

This Memorandum of Understanding is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Section 3500 et seq). The parties to this Memorandum of Understanding are the Town of Mammoth Lakes, State of California, which hereinafter shall be referred to as "Town" and the Mammoth Lakes General Employees' Association, which hereinafter shall be referred to as "Association." The parties have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment of the employees represented by the Association and have exchanged freely information, opinions, and proposals and have endeavored to reach agreement on all matters relating to the employment, conditions, and employee relations of such employees.

This Memorandum of Understanding has been presented to the Town Council as a joint recommendation of the undersigned for salary, fringe benefits, and other working conditions for the period beginning July 1, 2023 to June 30, 2026, and was ratified by the Town Council on, June 21, 2023 and the terms and conditions herein are in full force and effect for affected members of the Mammoth Lakes General Employees' Association.

TOWN OF MAMMOTH LAKES	MAMMOTH LAKES GENERAL EMPLOYEES' ASSOCIATION
Daniel C Holden	ASSOCIATION
Daniel C. Holler	Danny Earls
Town Manager	General Employees' Association Representative
Date  Jame Gray	Date 26, 2023 Date Date
Jamle Gray	Mark Bell
Town Clerk	General Employees' Association Representative
4124123	June 26, 2023
Date	Date

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# **ARTICLE 1: Agreement**

The Articles and provisions contained herein constitute a bilateral and binding agreement ("Agreement") by and between the Town Council of the Town of Mammoth Lakes, California ("Town") and the Mammoth Lakes General Employees' Association ("Association").

#### **ARTICLE 2: Recognition**

The Town recognizes the Association as the exclusive representative of all regular employees whose job classifications are listed in attached Exhibit A.

#### **ARTICLE 3: Non-Discrimination**

There shall be no discrimination based on an employee's race, religious creed, color, national origin, ancestry, sex, age, physical or mental disability, medical condition, sexual orientation, marital status, gender identity, gender expression, genetic characteristics or information, military or veteran status, and/or any other category protected by federal and/or state law. In addition, Town policy prohibits retaliation because of the employee's opposition to a practice the employee reasonably believes to constitute employment discrimination or harassment or because of the employee's participation in an employment investigation, proceeding, hearing, or legitimate employee organization activities. Employees who believe they have been harassed, discriminated against, or retaliated against, should report that conduct to the Town, and the Town will investigate those complaints.

# **ARTICLE 4: Association Rights**

- 4.1 The Association shall have the right to post notices of activities and matters of Association concern on bulletin boards located at Town facilities and to use the Town email, meeting rooms, equipment, and supplies to notice and conduct meetings. Use of space must not interfere with any Town needs or use.
- 4.2 The Town Manager may authorize up to forty (40) hours annually, not to exceed five (5) days per year, for the Association President or their designee to conduct Association business or attend state or national conferences sponsored by employee associations, exclusive of activities directly related to negotiations affecting this MOU. Public agencies shall allow a reasonable number of public agency employee representatives of recognized employee organizations reasonable time off without loss of compensation or other benefits when formally meeting and conferring with representatives of the public agency on matters within the scope of representation. Association members shall provide their supervisors with reasonable notification requesting release time to conduct association business outside of formal negotiations.
- 4.3 Within thirty (30) days of the ratification of this Agreement, or any subsequent modification thereof, by both parties, the employer agrees to provide an executed copy to the Association and an electronic copy for distribution and placement on the Town's website.

- 4.4 A representative from the Association shall have the right and the opportunity during normal business hours to speak to a new employee for the purposes of explaining the new employee's contractual rights and introducing them to the Association. No employee is required to attend such meeting.
- 4.5 The Town agrees to notify the Association at least thirty (30) days prior to the elimination of any position and/or implementing an employee layoff which would impact Association-represented employees. The Association may then request to meet and confer.

# **ARTICLE 5: Town Rights**

It is understood and agreed that the Town Council retains all of its powers and authority to direct, manage, and control the operation of the Town to the full extent of the law. The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Town, the adoption of ordinances, policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with law.

Included in these Town duties and powers are the exclusive rights to: determine its organization; direct the work of its employees; determine the times and hours of operation; determine the kinds and levels of services to be provided, and the methods and means of providing them; establish its departmental policies, goals, and objectives; insure the rights and privileges of citizens; determine staffing patterns; determine the number and kind of personnel required; maintain the efficiency of Town operations; build, move, or modify facilities; establish budget procedure and determine budgetary allocation; determine the methods of raising revenue; enter into contracts for supplies and services; and take appropriate action in the event of an emergency. In addition, the Town retains the right to hire, classify, assign, transfer, evaluate, promote, demote, suspend, and terminate employees. These rights will be in conformance with the provisions of state and federal laws.

The Town retains its right to waive, for the duration of the cause, pertinent policies and practices referred to in this Agreement in cases of civil defense, natural disasters, epidemics, or acts of God. All rights, powers, and privileges of the Town shall be exercised by the Town Council and the operation of the Town shall be administered by the Town Manager or any other person properly designated by the Town Council or the Town Manager.

#### **ARTICLE 6: Negotiation Procedure**

- 6.1 Either party may utilize the services of outside consultants.
- 6.2 The Town Council and the Association will discharge their respective duties required by this agreement in compliance with the Meyers-Milias-Brown Act (Government Code, Section 3500-3511).

- 6.3 Either party may submit a request to begin negotiations. The other party has the obligation to respond to such request promptly, as required by the Meyers-Milias-Brown Act ("MMBA"). Negotiations shall take place at mutually agreeable times and places.
- 6.4 The Association shall designate a minimum of two (2) representatives to meet with the Town Council's representatives.
- 6.5 The parties agree to comply with the MMBA and provide all information relevant to the negotiations process. Neither party is obligated to provide documents subject to legal privilege.

# **ARTICLE 7: Personnel Rules and Grievance and Disciplinary Procedures**

- 7.1 The Personnel Rules established pursuant to Town Council Resolution, or as subsequently modified by Town Council Resolution, are incorporated herein by reference, as are the Grievance and Disciplinary procedures and provisions established pursuant to said Resolution.
- 7.2 In the event that the Town intends to revise disciplinary and grievance procedures in the Town's Personnel Rules, the Town will meet and confer with the Association.

# **ARTICLE 8: Comprehensive and Other Leave**

# 8.1 Comprehensive Leave

Comprehensive leave combines several types of leaves, including vacation leave, sick leave, personal leave, and bereavement leave.

# 8.2 <u>Scheduling/Notification</u>

The scheduling of comprehensive leave for vacation and personal leave purposes and the amount to be taken at any one time shall be determined by the Department Head in accordance with the department's rules and with regard for the needs of the Town primarily and the preferences of the employee secondarily.

In the event an employee finds it necessary to take comprehensive leave which has not been scheduled in advance, such as for illness, bereavement, emergencies, etc., it is the responsibility of the employee to make documented attempt to contact (i.e. by phone, in person, via text message, or email) their supervisor at least one (1) hour prior to the beginning of their work day to inform the supervisor of the unexpected need to utilize comprehensive leave.

It is the responsibility of the employee to maintain an appropriate level of leave sufficient to cover time lost in case of an unforeseeable event. If an employee does not have enough leave left, they will have their benefits prorated accordingly for time missed from work. More than one occurrence of missing work without having enough leave to cover time lost may result in disciplinary action.

# 8.3 Comprehensive Leave at Termination

At separation of service from the Town, employees with accrued comprehensive leave shall be paid out for the balance at the date of termination, inclusive of a prorated accrual of comprehensive leave based on full-time hours worked in their final month of employment prior to permanent separation. Payment for accrued comprehensive leave shall be at the employee's current regular rate of pay, or as required by law, and shall occur at the next regular pay date following the date of termination.

#### 8.4 Comprehensive Carryover/Payouts

No employee shall be able to accrue comprehensive leave in excess of eight hundred and fifty (850) hours. When an employee reaches a comprehensive leave balance of eight hundred and fifty (850) hours, their accrual shall stop until which time their balance falls below eight hundred and fifty (850) hours.

In the event an employee is not permitted to schedule and take leave as caused by the Town, which would result in the employee exceeding the accumulation limit, the employee may request the Town Manager to consider the reasons for exceeding the cap and may be granted a ninety (90) day extension of time, in which leave time will be scheduled that will bring the employee's accrued time below the eight hundred and fifty (850) hour limit. One (1) additional ninety (90) day extension may be granted.

Employees may request a payout of comprehensive leave twice annually, not to exceed a combined total of two hundred (200) hours, once during the second quarter of the calendar year and again during the fourth quarter of the calendar year. All such requests will be processed, and payouts made in accordance with a schedule established by the Town Manager, or designee. Employees will be provided ample advance notification of the schedule. Members requesting a payout must retain an accrued comprehensive leave balance of not less than two hundred and forty (240) hours. Payouts will be made at the employee's current regular rate of pay. Employees may elect to take their payout as cash or may elect to deposit their payout through payroll into an eligible 457(b) plan pursuant to applicable state and federal laws.

The Town Manager may authorize payouts at other times upon the specific written request of an employee, but only if extraordinary circumstances warrant such consideration.

# 8.5 <u>Comprehensive Leave Accruals</u>

Employees accrue comprehensive leave based upon their length of continuous service as determined by their anniversary date according to the following schedule:

Date of hire in full-time status until two-year anniversary

Two-year anniversary

16.67 hours/month
18.67 hours/month
20.67 hours/month
Ten-year anniversary

22.67 hours/month

#### 8.6 Parental Leave

The Town and the Association acknowledge that the California Government Code provides a number of employee benefits for pregnancy, childbirth, and related conditions. The Town provides parental leave in accordance with applicable state and federal law. The Town will provide up to date and current information on the benefits provided and shall make all such information available to an employee upon request. Such information will be available from the Human Resources Department.

The requirement for integrated use of leave time to coordinate with the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), or other qualifying event may be limited to allow the employee to retain not more than a combined total of eighty (80) hours of paid leave in their banks.

#### 8.7 Family and Medical Leave

The Town and the Association acknowledge that state and federal law requires employers to grant family and medical leave under specified circumstances. The Town provides family and medical leave in accordance with applicable state and federal law. The Town will provide up to date and current information on the benefits provided and shall make all such information available to an employee upon request. Such information will be available from the Human Resources Department.

Employees that have a FMLA or CFRA-qualifying event will receive FMLA or CFRA benefits. Those who are also eligible for other benefits such as State Disability Insurance (SDI) or Paid Family Leave (PFL) benefits must utilize paid leave in accordance with state and federal law on a prorated basis to supplement their additional payments and continue to receive the benefits provided under the FMLA and CFRA laws.

The requirement for integrated use of leave time to coordinate with FMLA, CFRA, or other qualifying event may be limited to allow the employee to retain not more than a combined total of eighty (80) hours of paid leave in their banks.

#### 8.8 Military Leave

The Town and the Association acknowledge that both state and federal law requires an employer to grant an employee leave for specified military service. The Town and the employees in the unit of representation agree to absolute compliance with the law.

# 8.9 Jury Duty

Employees shall receive full compensation for serving on Jury Duty, provided that Juror Pay (not including mileage) received by the employee is paid to the Town.

#### 8.10 Leave Without Pay

The Department Head may approve an employee's request for up to forty (40) cumulative hours of leave without pay per calendar year. Leave without pay may be granted only after all accrued leave has been exhausted. All benefits, including but not limited to, leave accrual, health insurance, and retirement shall be reduced proportionally to the reduction in work hours.

#### 8.11 Unpaid Leave of Absence

The Town Manager may approve an employee's request for up to a six (6) month unpaid leave that will guarantee that the member shall retain permanent status upon return. Requests for a leave of absence will be made in writing to the Town Manager and shall contain all relevant facts and circumstances in support of the request. The Town Manager's approval of a leave of absence is discretionary; however, the primary consideration in reaching a decision to grant or deny a leave of absence shall be the efficient and orderly operation of the Town and the affected department. All benefits, including but not limited to, leave accrual, health insurance, and retirement shall be terminated for the duration of the leave of absence, except as otherwise required by law. All accrued leave balances must be exhausted before the employee may go onto an unpaid leave of absence.

# 8.12 <u>Catastrophic Leave</u>

The Town has a policy that allows employees to donate their leave to other employees that have suffered a catastrophic event and have exhausted all types of leave at their disposal. An employee who is eligible to receive other benefits such as (SDI) or Workers' Compensation benefits may receive Catastrophic Leave on a pro-rated basis not to exceed the employee's normal rate of pay. Information related to Catastrophic Leave shall be available from the Human Resources Department.

#### **ARTICLE 9: Worker's Compensation**

#### 9.1 Industrial Accident and Illness Leave

Industrial accident leave shall be granted as required by law.

#### 9.2 On-the-Job Injury

Whenever an employee is absent due to an illness or injury arising out of and in the course of employment, the unit member shall receive full compensation, less any Workers' Compensation insurance benefits received, during the first fifteen (15) working days of such absence without deduction from accrued comprehensive leave. Thereafter, if the employee is still properly absent from duty, they may receive, from accrued comprehensive leave, if any, an amount equal to the difference between the amount the member receives as Workers' Compensation insurance benefits and the amount of their regular compensation until the unit member returns to work or accrued leave is exhausted. If comprehensive leave is exhausted, then the unit member will be compensated at the statutory rate under the current Workers' Compensation regulations by the

Town's Workers' Compensation Insurance carrier. All benefits, including but not limited to, leave accrual, health insurance, and retirement, shall be reduced proportionally to the reduction in work hours; exceptions to the pro-ration may be considered by the Town Manager.

#### **ARTICLE 10: Health Insurance Benefits**

#### 10.1 Health Insurance Benefits

Employees and their dependents shall be eligible for coverage under the Town's health plan, subject to the plan's terms and conditions.

# 10.2 Flexible Benefit Section 125 Program and Benefit Stipend

The Town will contract with CalPERS for health insurance for the period of this Agreement. The Town will maintain a flexible benefit program.

- a. Employees and their dependents shall be able to participate in the CalPERS Health Program.
- b. The Town shall contribute the minimum amount required by state law per month per retired employee as the "employer contribution" to the cost of the premium for the health program, should the employee elect to participate in the plan. This is otherwise known as the PEMHCA minimum.
- c. The Town will provide a monthly contribution to each employee in an amount equal to the cost of coverage under the CalPERS Health Insurance Plan based upon the employee's dependent status definition under the CalPERS Health Benefit Program as "employee," "employee plus one," or "employee plus two" for the employee's flexible (cafeteria) account. This amount is inclusive of the "employer contribution" for the CalPERS Health Program premium.
- d. Employees who do not elect to take the Town's health insurance must provide proof of health coverage provided by their spouse or domestic partner's employer (or other group coverage in accordance with applicable state and federal law) and shall be eligible to receive a benefit stipend of six hundred dollars (\$600) per month. Payments from the Town that the employee receives in lieu of the contribution to the flexible spending (cafeteria) account, shall not be considered an increase in base compensation and shall be taxable pursuant to IRS regulations.

# 10.3 Vision and Dental Health Reimbursement Arrangement (HRA) Plan

Employees may participate in the Health Reimbursement Arrangement (HRA) Plan as established by the Town to reimburse employees for vision and dental expenses as defined by IRS Publication 502 and the Town's Vision and Dental Policy. Employees who participate shall be eligible for reimbursement up to a total of one thousand five hundred dollars (\$1,500) for employees and eight hundred dollars (\$800) for each eligible dependent (as defined by HRA

guidelines specified in IRS Publication 969) per fiscal year, which total may be combined for the use of either the employee or any of their eligible dependents. When two (2) regular, full-time Town employees are considered to be eligible dependents of one another, they shall not be covered by each other, and their dependent children may only be covered by one (1) parent.

New employees not employed by the Town for the full fiscal year shall be entitled to a pro-rata reimbursement amount upon hire. Up to eighty percent (80%) of the unused portion of the total benefit, (not to exceed two thousand dollars (\$2,000) per year for employees with less than one (1) year of service with the Town) may be "rolled over" from one fiscal year to the next, for a total of not more than three (3) fiscal years. For purposes of identifying the unused portion, receipts for services performed in the previous fiscal year must be submitted within sixty (60) days of the beginning of the new fiscal year. Employees must be in regular, full-time status with the Town at the time the vision/dental services were performed.

The current fiscal year benefit amount will be used to pay all reimbursement requests. Once the current fiscal year benefit amount is exhausted, rollover benefit amounts from previous years will be used to fund the reimbursement requests. "Rollover Year 1" benefit will be accessed first for reimbursement requests. Then, "Rollover Year 2" benefit amount will be accessed for reimbursement requests. Finally, if the current fiscal year and "Rollover Year 1" and "Rollover Year 2" benefits have been exhausted, "Rollover Year 3" will be accessed for reimbursement requests. Any amount remaining in "Rollover Year 3" sixty (60) days after the close of a fiscal year will no longer be available to fund reimbursement requests. Vision and dental services performed in the immediately preceding fiscal year shall be considered reimbursable. Requests for reimbursement for vision/dental services performed in years prior to the immediately preceding fiscal year shall not be eligible.

Eligibility for reimbursement ends on the last paid day of employment for expenses incurred prior to permanent separation from service. Employees must submit a request to Human Resources in writing prior to permanent separation to be eligible for reimbursement of vision or dental services received prior to their permanent separation. Exceptions to reimbursement are subject to HRA guidelines and Town Manager approval. Employees may elect to not participate in the reimbursement program by notifying the Human Resources Department with a written request to opt out of the plan.

#### **ARTICLE 11: Deferred Compensation**

The Town shall maintain an IRC Section 457(b) deferred compensation plan in good standing and shall make voluntary participation in the plan available to employees.

The Town shall contribute to a Town Section 457(b) deferred compensation plan for the benefit of the employees. Beginning on the first full pay period in July, 2023, the Town shall contribute fifty dollars (\$50) per pay period for twenty-four (24) pay periods per year into an approved deferred compensation plan. The Town shall contribute to the employees' Section 457(b) plan an amount equal to the amount contributed by that employee up to an additional twenty-five dollars (\$25). The maximum employer contribution shall not exceed a total of seventy-five dollars (\$75)

per pay period, with a minimum employee contribution of twenty-five dollars (\$25) per pay period. Deposits shall occur as part of the first and second payrolls of each month.

Employees shall have sixty (60) days from their hire date to sign up for an eligible 457(b) plan to receive employer contributions retroactive to their hire date. Employees who sign up after sixty (60) days from their hire date will receive employer contributions beginning on the next applicable pay period and the Town's contributions will not be retroactive.

#### **ARTICLE 12: Retirement Contribution**

12.1 Employees covered by this Agreement will participate in the California Public Employees Retirement System (CalPERS). The Town shall maintain the employer contribution to CalPERS for the term of this Agreement.

Employees participate in CalPERS as follows:

- a. Employees hired before January 1, 2013, or "Classic Members" as defined by CalPERS (not new members per CCR 579.1(b)), shall receive the 2.7% @ age 55 retirement formula, highest thirty-six (36) month average final compensation period, the Fourth Level of the 1959 Survivor's Benefit, and a two percent (2%) retirement Cost of Living Adjustment (COLA). These employees shall pay the entire eight percent (8%) of the CalPERS employee's contribution on a pre-tax basis.
- b. Non-Classic employees (New Members CCR 579.1(a)) hired after January 1, 2013 will pay the full CalPERS required amount to this plan in accordance with the Public Employee Pension Reform Act (PEPRA) employee's contribution on a pre-tax basis. Both parties recognize that this contribution will change from time to time and will be adjusted on the first full pay period of each fiscal year. New miscellaneous members will receive the 2% @ age 62 retirement formula, highest thirty-six (36) month average final compensation period, the Fourth Level of the 1959 Survivor's Benefit, and a two percent (2%) retirement COLA.
- 12.2 The Town agrees to maintain the employer portion of the contribution to CalPERS.
- Participation in the CalPERS plan discontinues employee participation in the Social Security System related to Town employment.
- All participation in CalPERS is subject to the contract between the Town and CalPERS and the interpretation of rules, regulations, and contract by CalPERS.
- Employee "member contributions" shall be made pursuant to Internal Revenue Code (414)(h)(2).

# **ARTICLE 13: State Disability Insurance**

Employees participate in State Disability Insurance (SDI). Under the California Unemployment Insurance Code, "disability" includes any illness or injury, either physical or mental, including pregnancy, childbirth, or related medical condition that prevents a member from doing their regular or customary work. Employee contributions shall be made via payroll on a pre-tax basis.

Employees who are eligible to receive SDI shall utilize paid leave on a prorated basis to supplement their SDI payments, in accordance with the Town's Family and Medical Leave Policy and applicable state and federal law. All benefits shall be reduced proportionally to the reduction in paid leave hours utilized in accordance with the Town's Family and Medical Leave Policy and applicable state and federal law.

#### **ARTICLE 14: Dues Deductions**

Employees may sign up for payroll deductions of Association dues with the Association. The Association will certify to the Town any new members of the Association.

Town agrees to deduct dues as established by the Association. The sum so withheld shall be remitted by the Town, without delay, directly to the Association along with a list of employees who have had such amounts deducted. As periodically requested by the Town, the Association agrees to provide a listing of all additions or deletions of membership or requested changes to establish payroll deductions of its members, to the Town.

The employee's earnings must be sufficient after the other legal and required deductions are made to cover the amount of the dues authorized. When an employee is in a non-paid status during only part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. All other legal and required deductions have priority over Association dues.

It shall be the sole responsibility of the Association to procure and enforce payroll deduction of dues.

The Association agrees to indemnify, defend, and hold harmless the Town, its officers, employees, and agents acting on its behalf from and against any and all losses, damages, costs, expenses, claims, demands, actions, suits, judgments, and other forms of liability arising out of the application or enforcement of this section. In no event shall the Town be required to pay from its own funds Association dues which the employee was obligated to pay, but failed to pay regardless of the reasons.

Any Association member who notifies the Town of their desire to discontinue dues deductions or otherwise withdraw from Association membership shall be referred back to the Association. The Town agrees to continue all dues deductions until notified of a deduction change by the Association.

#### **ARTICLE 15: Life Insurance**

The Town will provide a term life insurance policy for employees in the amount of \$50,000, dropping to \$25,000 at age seventy (70). Dependents shall be eligible for coverage under the group life insurance policy in the amount of \$5,000; premiums will be paid by the Town.

#### **ARTICLE 16: Wellness Program**

16.1 The Town shall maintain a corporate membership at an athletic/health club, if available, within the Town limits.

#### **ARTICLE 17: Education Reimbursement**

# 17.1 Education and Training

Continuing Education: Funding for continuing education may be available to employees on a case-by-case basis and is subject to Department Head approval and budget.

Licenses, Certifications, and Professional Development: The Town recognizes the importance of having highly skilled employees and encourages employees to take educational and training courses each year. Management will make every effort to assure that Town funds are provided annually in each budget for these purposes.

# 17.2 Educational Reimbursement Policy

Education reimbursement will be provided in accordance with the Town's Educational Reimbursement Policy.

# **ARTICLE 18: Anniversary Awards**

The Town Council recognizes the important contribution made by valued long-term employees and wishes to reward their service to the Town. Productive, long-term employees are the Town's most valuable asset and are to be commended for their skill, talent, dedication, and service.

The Town shall award employees for every five (5) years of service to the Town according to the schedule herein provided. The following schedule of awards is intended to accompany a certificate of appreciation from the Town Council:

Years of Service*	Award
5 years	Council recognition and 20 hours of paid administrative leave
10 years	Council recognition and 28 hours of paid administrative leave
15 years	Council recognition and 36 hours of paid administrative leave
20 years	Council recognition and 44 hours of paid administrative leave
25 years	Council recognition and 84 hours of paid administrative leave
30 years	Council recognition and 88 hours of paid administrative leave

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\*For each following five-year increment, Council recognition and 88 hours of administrative leave.

Paid administrative leave shall have no cash value and must be used within twelve (12) months of the employee's anniversary date.

#### **ARTICLE 19: Work Schedule**

- 19.1 The normal workweek for employees is forty (40) hours. The standard workweek begins at 12:00 a.m. midnight on Monday and ends at 11:59 p.m. on Sunday, unless an alternative work schedule is approved according to the Alternative Work Schedule Policy. Alternative work schedules and work weeks may be established on a departmental basis with the approval of the Town Manager, with the needs of the department and the Town being the primary consideration and the preferences of the employee being a secondary consideration.
- 19.2 The normal workday for employees is eight (8) hours per day.
- 19.3 The Town Manager may designate other normal working hours as required by the needs of the Town. This may include what are referred to as "9-80" or "4-10" work schedules.
- 19.4 If an employee is required to work overtime because of an emergency declared by the Town Manager or designee, that employee's regular work schedule (other than during the period of emergency) shall remain unchanged. Any such overtime shall be treated as compensatory time and shall be used by the employee at the employee's discretion subject to approval by the employee's supervisor or Department Head. In the event the Town is reimbursed by the State or Federal emergency management systems for overtime earned during an emergency, members may, on their individual discretion, request to exchange earned compensatory time for paid time up to the amount of unused compensatory time earned during the emergency. Should reimbursement be in an amount less than required to totally compensate all eligible employees, the funds shall be used as a pool and all employees requesting reimbursement will receive a pro rata share against total overtime hours worked.

#### **ARTICLE 20: Salaries and Wages**

#### 20.1 Salary Scales

The salary scale shall consist of eight (8) steps, attached as Exhibit B.

#### 20.2 <u>Base Annual Salaries</u>

Employees shall receive the following adjustments to base salary effective on the dates as shown. Increases will go into effect on the first full pay period of the month.

July, 2023.....8% pay adjustment

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July, 2024	2%	pay	adjustment
July, 2025	2%	pay	adjustment

# 20.3 <u>Bilingual Pay</u>

The Town acknowledges that bilingual speaking ability may enhance an employee's ability to contribute to the Town. As such, employees who meet bilingual proficiency qualifications may receive a pay differential of five percent (5%) of their base salary. Approval of bilingual pay shall be tied into demonstrated enhancements from an employee's ability to speak dual languages. The Town Manager and Human Resources Manager shall determine the appropriateness of bilingual pay, designate language and testing requirements, including periodic re-examination of proficiency as deemed appropriate, and which will determine the qualifications for and maintenance of this incentive.

# 20.4 Special Function Pay

The Town and the Association agree that an employee's possession of certain appropriate certifications, licenses, degrees, and skills which are not a part of the required qualifications for a position (as outlined in the position's job description) may be of value to the Town, and, when utilized, increase the employee's value. Department Heads and/or employees may identify such certifications, licenses, degrees, and skills that could merit special function pay. Employees must actively and regularly utilize certifications, licenses, degrees, and skills that benefit the Town in order to qualify and maintain special function pay status. Special function pay shall be two and one-half percent (2.5%) of an employee's base salary. Final approval of Special Function Pay status shall be determined by the employee's Department Head and Human Resources Manager.

Special function pay may include, but is not limited to:

- Notary
- Special license or certification applicable to job
- Driver's license used but not required for position

#### 20.5 Bonus

On the regular pay date following ratification and adoption of this Agreement by the Town Council, all employees shall receive a one-time lump-sum payment of two thousand five hundred dollars (\$2,500). Employees must be (a) employed by the Town on the date of ratification by both parties and (b) on the date of payment, July 14, 2023 to be eligible for this payment. Eligibility for this payment is not complete, and no right to this payment is earned, unless both of these criteria are satisfied. Employees may elect to have any or all the lump-sum payment deposited into an eligible 457(b) account and the payment shall be subject to all applicable taxes and withholdings. Payments shall not be subject to retirement.

Employees shall be eligible for an annual contingent payment based upon Transient Occupancy Tax (TOT) revenues received during the previous fiscal year, in order to allow them to share in the success of the Town. No individual payment shall exceed four thousand dollars (\$4,000). The

amount will be based on eight percent (8%) of the TOT revenues that are greater than the amount budgeted to be received and retained by the Town (i.e., the amount does not include TOT allocated to outside agencies (Tourism, Housing, and Transit). The revenue sharing payment shall be calculated based on the total year end Town's share of TOT revenues above the original fiscal year TOT budget. This amount shall be divided by the number of all eligible, miscellaneous regular employees at the time of the payment to determine the amount per employee. In order to be eligible for this contingent revenue sharing payment, an employee must be (a) employed with the Town for some part of the fiscal year on which the calculation is based, and (b) be employed with the Town on the date the payment is made. Eligibility for this payment is not complete, and no right to this payment is earned, unless both of these criteria are satisfied. New employees who join Town service during any year who are not employed by the Town for the full fiscal year, but who are employed when the payments are calculated and paid, are eligible for a pro-rata payment based on regular hours worked, including part-time employment for employees that subsequently became full-time prior to the start of the fiscal year. Payments shall be deposited on the first regular payroll in August following the close of the fiscal year on which the calculation is based. Payments shall be subject to applicable state and federal tax withholdings. Payments shall not be subject to retirement.

#### **ARTICLE 21: Paid Municipal Holidays**

All holidays are considered one eight (8)-hour workday. The following are recognized as paid municipal holidays:

- New Year's Day;
- Martin Luther King Jr. Day;
- Presidents' Day;
- Memorial Day;
- Independence Day;
- Labor Day;
- Veterans Day;
- Thanksgiving Day;
- Friday following Thanksgiving Day;
- Christmas Eve;
- Christmas Day;
- New Year's Eve.
- Floating Holiday (one per fiscal year)

If a paid municipal holiday falls upon a Sunday, the Monday following will be considered the observed holiday. If said holidays fall upon a Saturday, the Friday preceding will be considered the observed holiday. If the alternative Monday or Friday is already a different holiday (i.e., in the case of Christmas Eve and Christmas Day), the holiday will be observed on whichever day, Monday or Friday, is not already a holiday. A list of recognized paid municipal holidays shall be established and published by the Human Resources Department in the form of a memorandum to all full-time, regular employees.

Floating holidays shall be taken at the discretion of the employee's supervisor, provided they are not taken in conjunction with another paid municipal holiday, unless the employee is required to work on a paid municipal holiday. The procedure for taking a floating holiday shall be the same as the procedure for using comprehensive leave as outlined in section 8.2 "Scheduling/Notification". The floating holiday shall not roll over to the following fiscal year.

#### **ARTICLE 22: Overtime**

#### 22.1 Overtime Policy – Definition

It is the policy of the Town that overtime work is to be kept at a minimum consistent with the protection of the lives and property of Mammoth Lakes citizens and the efficient operation of the Departments and operations of the Town. Overtime must be authorized in advance by both the supervisor and Department Head and is subject to such other rules and procedures as the Town Manager may prescribe.

Overtime shall be defined as time actually worked beyond forty (40) hours per work week. "Time actually worked" is defined as all time during which an employee is necessarily required by the employer to be on the employer's premises, on duty, or at a prescribed workplace. Properly approved travel time for work purposes will be compensated as "hours worked" in compliance with applicable FLSA regulations. Town-paid leaves (e.g., comprehensive leave, holidays, etc.), meal periods, other state or federal paid leaves and release time for Association business, are not considered "time actually worked".

# 22.2 <u>Overtime Compensation</u>

For hours worked in excess of forty (40) hours in any workweek, one of the following shall occur at the discretion of the Department Head, and in consultation with the employee.

Employee shall accrue compensatory time-off on a time-and-one-half basis; or,

Overtime shall be paid at time-and-one-half the regular hourly rate of pay.

## 22.3 Maximum Accumulation of Compensatory Time

Employees may accumulate up to one hundred (100) hours of compensatory time. Time off for compensatory time must be approved in advance by the Department Head, or their designee. In the event of a separation from service, the employee shall be entitled to a cash payment of all their accumulated compensatory time, regardless of cause or reason.

# 22.4 <u>Usage of Compensatory Time</u>

Compensatory time earned shall be used at the employee's discretion with the prior approval of the employee's supervisor or their designee. The employee must be permitted to use the compensatory time off within a reasonable period after making a request if the employee's use of the compensatory time does not unduly disrupt the operation of the department.

# 22.5 <u>Compensatory Leave at Termination</u>

Upon separation from the Town, employees shall receive payment for all accrued compensatory leave at the employee's current regular rate of pay, or as required by law.

## **ARTICLE 23: Compensation for Municipal Holidays/Holiday Overtime**

- An employee on a leave-of-absence without pay shall not receive any compensation for holidays occurring during such leave.
- An employee must be in a pay status on the workday preceding a holiday to be eligible to be compensated for the holiday.
- 23.3 All time worked on a paid municipal holiday as defined by the Town, except personal leave, shall be paid at the rate of one and one-half (1.5) times the employee's regular rate of pay or shift differential rate, whichever is applicable. The employee will also receive time off in an amount equal to up to eight (8) hours of compensatory time for hours actually worked on the paid municipal holiday and shall be deposited into the employee's compensatory leave bank. Hours banked as compensatory time for hours worked on the paid municipal holiday shall be used as outlined in section 22.4. Hours banked as compensatory time in excess of one hundred (100) for hours worked on the paid municipal holiday shall be paid out in accordance with section 22.3. No employee shall be required or authorized to work on a paid municipal holiday without prior mutual agreement between the employee and Department Head, or designee.

#### **ARTICLE 24: Severance**

If an employee is laid off by the Town without cause, upon separation agreement approved by the Town which releases all claims against the Town, Town employees, and Town officials, the employee shall be eligible to receive severance payment in accordance with the schedule below. All payments under this section are subject to applicable payroll taxes and withholdings.

Five years of continuous service
Ten or more years of continuous service

Two weeks (80 hours) Four weeks (160 hours)

#### **ARTICLE 25: Effect of Agreement**

#### 25.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written amendment executed according to the provisions of the Agreement.

# 25.2 <u>Improvements in Benefits</u>

Improvements in member benefits contained in this Agreement which are brought about by the amendment or addition of statutory mandated guarantees now provided in California law shall be incorporated into this Agreement.

# 25.3 <u>Savings</u>

If any provision of this Agreement or any application thereof to any member is held by a court of competent jurisdiction to be contrary to law, then such provision or application shall be deemed invalid, to the extent required by such court decision, but all other provisions or applications shall continue in full force and effect.

#### **ARTICLE 26: Severability**

Should any section, clause, or provision of this Memorandum of Understanding be declared illegal by final judgment of a court of competent jurisdiction, such invalidation of such section, clause, or provision shall not invalidate the remaining portions thereof, and such remaining portions shall remain in full force and effect.

Upon such invalidation, the parties agree to meet and confer immediately on substitute provisions for such parts or provisions rendered or declared illegal or an unfair labor practice.

#### **ARTICLE 27: Duration**

The provisions set forth herein are final. Except as otherwise provided herein, no changes or modifications shall be offered, urged, or otherwise presented by the General Employees Association or the Town of Mammoth Lakes for the duration of this Agreement, provided, however, that nothing herein shall prevent the parties from meeting and conferring and making modifications herein by mutual consent. The provisions herein shall be from July 1, 2023 to June 30 2026.

# **EXHIBIT A**

# List of Classifications Represented by the General Employees' Association

Assistant Clerk
Assistant Engineer
Assistant Planner
Associate Planner
Building Inspector/Plans Examiner
Code Compliance Officer
Engineering Assistant
Engineering Technician
Finance Analyst
Outdoor Recreation Coordinator
Payroll/Human Resources Specialist
Permit Technician I
Permit Technician II
Permit Technician/Plans Examiner
Program and Facilities Administrator
Records Supervisor
Recreation Supervisor
Revenue Accountant
Revenue Specialist
Senior Accounting Assistant

 $Memorandum\ of\ Understanding\ between\ the\ Town\ of\ Mammoth\ Lakes\ and\ the\ General\ Employees'\ Association\ July\ 1,\ 2023-June\ 30,\ 2026$ 

# **EXHIBIT B**

# **Compensation Schedules**

**EXHIBIT B** Salary Schedules for Town of Mammoth Lakes General Employees' Association (GEA) FY23-24, FY24-25, and FY25-26 - by Position

	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,																			
FY 2023-24: Effective July, 2023	Pay	Rate Type: Annu	ual								Hourly									
Rev. July, 2023	Range	+																		
Engineering Technician	G139	50,316	52,832	55,474	58,248	61,160	64,218	67,429	70,800	24.1904	25.4000	26.6702	28.0038	29.4038	30.8740	32.4178	34.0385			
Permit Technician I	G139	50,316	52,832	55,474	58,248	61,160	64,218	67,429	70,800	24.1904	25.4000	26.6702	28.0038	29.4038	30.8740	32.4178	34.0385			
Program and Facilities Administrator	G139	50,316	52,832	55,474	58,248	61,160	64,218	67,429	70,800	24.1904	25.4000	26.6702	28.0038	29.4038	30.8740	32.4178	34.0385			
Records Supervisor	G139	50,316	52,832	55,474	58,248	61,160	64,218	67,429	70,800	24.1904	25.4000	26.6702	28.0038	29.4038	30.8740	32.4178	34.0385			
Revenue Specialist	G139	50,316	52,832	55,474	58,248	61,160	64,218	67,429	70,800	24.1904	25.4000	26.6702	28.0038	29.4038	30.8740	32.4178	34.0385			
Assistant Clerk	G145	53,411	56,082	58,886	61,830	64,922	68,168	71,576	75,155	25.6784	26.9625	28.3106	29.7260	31.2125	32.7731	34.4115	36.1322			
Finance Analyst	G145	53,411	56,082	58,886	61,830	64,922	68,168	71,576	75,155	25.6784	26.9625	28.3106	29.7260	31.2125	32.7731	34.4115	36.1322			
Senior Accounting Assistant	G145	53,411	56,082	58,886	61,830	64,922	68,168	71,576	75,155	25.6784	26.9625	28.3106	29.7260	31.2125	32.7731	34.4115	36.1322			
Engineering Assistant	G151	56,696	59,531	62,508	65,633	68,915	72,361	75,979	79,778	27.2577	28.6207	30.0519	31.5543	33.1322	34.7889	36.5284	38.3548			
Outdoor Recreation Coordinator	G151	56,696	59,531	62,508	65,633	68,915	72,361	75,979	79,778	27.2577	28.6207	30.0519	31.5543	33.1322	34.7889	36.5284	38.3548			
Recreation Supervisor	G151 G156	56,696 59,588	59,531 62,567	62,508	65,633 68,980	68,915 72,429	72,361 76,050	75,979 79,853	79,778 83.846	27.2577 28.6481	28.6207 30.0803	30.0519 31.5841	31.5543 33.1635	33.1322 34.8216	34.7889 36.5625	36.5284 38.3909	38.3548 40.3106			
Assistant Planner Code Compliance Officer	G156	59,588	62,567	65,695 65,695	68,980	72,429	76,050	79,853	83,846	28.6481	30.0803	31.5841	33.1635	34.8216	36.5625	38.3909	40.3106			
Permit Technician/Plans Examiner	G156	59,588	62,567	65,695	68,980	72,429	76,050	79,853	83,846	28.6481	30.0803	31.5841	33.1635	34.8216	36.5625	38.3909	40.3106			
Assistant Engineer	G167	66,481	69,805	73,295	76,960	80,808	84,848	89,090	93,545	31.9620	33.5601	35.2380	37.0000	38.8500	40.7923	42.8317	44.9736			
Associate Planner	G172	69,872	73,366	77,034	80,886	84,930	89,177	93,636	98,318	33.5923	35.2721	37.0356	38.8875	40.8317	42.8736	45.0173	47.2683			
Building Inspector/Plans Examiner	G172	69,872	73,366	77,034	80,886	84,930	89,177	93,636	98,318	33.5923	35.2721	37.0356	38.8875	40.8317	42.8736	45.0173	47.2683			
Payroll/Human Resources Specialist	G172	69,872	73,366	77,034	80,886	84,930	89,177	93,636	98,318	33.5923	35.2721	37.0356	38.8875	40.8317	42.8736	45.0173	47.2683			
Revenue Accountant	G172	69,872	73,366	77,034	80,886	84,930	89,177	93,636	98,318	33.5923	35.2721	37.0356	38.8875	40.8317	42.8736	45.0173	47.2683			
														· · · · · · · · · · · · · · · · · · ·						
FY 2024-25: Effective July, 2024	Pay	Rate Type: Annu	ual								Hourly									
Rev. July, 2023	Range																			
				T	·- ·		a= .a - T													
Engineering Technician	G139	51,320	53,886	56,580	59,409	62,379	65,498	68,773	72,212	24.6731	25.9067	27.2019	28.5620	29.9899	31.4894	33.0639	34.7173			
Permit Technician I	G139	51,320	53,886	56,580	59,409	62,379	65,498	68,773	72,212	24.6731	25.9067	27.2019	28.5620	29.9899	31.4894	33.0639	34.7173			
Program and Facilities Administrator	G139	51,320	53,886	56,580	59,409	62,379	65,498	68,773	72,212	24.6731	25.9067	27.2019	28.5620	29.9899 29.9899	31.4894 31.4894	33.0639	34.7173			
Records Supervisor	G139 G139	51,320 51,320	53,886 53,886	56,580 56,580	59,409 59,409	62,379 62,379	65,498 65,498	68,773 68,773	72,212 72,212	24.6731 24.6731	25.9067 25.9067	27.2019 27.2019	28.5620 28.5620	29.9899	31.4894	33.0639 33.0639	34.7173 34.7173			
Revenue Specialist Assistant Clerk	G139 G145	51,320	57,201	60.061	63.064	66,217	69,528	73,004	76,654	24.6731	25.9067	27.2019	30.3192	31.8351	33.4269	35.0639	34.7173			
Finance Analyst	G145	54,477	57,201	60,061	63,064	66,217	69,528	73,004	76,654	26.1909	27.5005	28.8755	30.3192	31.8351	33.4269	35.0981	36.8529			
Senior Accounting Assistant	G145	54,477	57,201	60,061	63,064	66,217	69,528	73,004	76,654	26.1909	27.5005	28.8755	30.3192	31.8351	33.4269	35.0981	36.8529			
Engineering Assistant	G151	57,829	60,720	63,756	66,944	70,291	73,806	77,496	81,371	27.8024	29.1923	30.6519	32.1846	33.7938	35.4837	37.2577	39.1207			
Outdoor Recreation Coordinator	G151	57,829	60,720	63,756	66,944	70,291	73,806	77,496	81,371	27.8024	29.1923	30.6519	32.1846	33.7938	35.4837	37.2577	39.1207			
Recreation Supervisor	G151	57,829	60,720	63,756	66,944	70,291	73,806	77,496	81,371	27.8024	29.1923	30.6519	32.1846	33.7938	35.4837	37.2577	39.1207			
Assistant Planner	G156	60,779	63,818	67,009	70,359	73,877	77,571	81,450	85,523	29.2207	30.6817	32.2159	33.8264	35.5178	37.2938	39.1587	41.1168			
Code Compliance Officer	G156	60,779	63,818	67,009	70,359	73,877	77,571	81,450	85,523	29.2207	30.6817	32.2159	33.8264	35.5178	37.2938	39.1587	41.1168			
Permit Technician/Plans Examiner	G156	60,779	63,818	67,009	70,359	73,877	77,571	81,450	85,523	29.2207	30.6817	32.2159	33.8264	35.5178	37.2938	39.1587	41.1168			
Assistant Engineer	G167	67,809	71,199	74,759	78,497	82,422	86,543	90,870	95,414	32.6005	34.2303	35.9418	37.7389	39.6260	41.6072	43.6875	45.8721			
Associate Planner	G172	71,269	74,832	78,574	82,503	86,628	90,959	95,507	100,282	34.2639	35.9769	37.7760	39.6649	41.6481	43.7303	45.9168	48.2125			
Building Inspector/Plans Examiner	G172	71,269	74,832	78,574	82,503	86,628	90,959	95,507	100,282	34.2639	35.9769	37.7760	39.6649	41.6481	43.7303	45.9168	48.2125			
Payroll/Human Resources Specialist	G172	71,269	74,832	78,574	82,503	86,628	90,959	95,507	100,282	34.2639	35.9769	37.7760	39.6649	41.6481	43.7303	45.9168	48.2125			
Revenue Accountant	G172	71,269	74,832	78,574	82,503	86,628	90,959	95,507	100,282	34.2639	35.9769	37.7760	39.6649	41.6481	43.7303	45.9168	48.2125			
EV 2025 26. Effective tub. 2025	Davi	Tools Time: Ann.									Hande									
FY 2025-26: Effective July, 2025 Rev. July, 2023	Pay Range	Rate Type: Annu	uai								Hourly									
Nev. July, 2023	nange	†																		
Engineering Technician	G139	52.347	54.964	57.712	60.598	63.628	66.809	70.149	73.656	25.1668	26,4250	27.7462	29.1337	30.5904	32.1197	33.7255	35.4115			
Permit Technician I	G139	52,347	54,964	57,712	60,598	63,628	66,809	70,149	73,656	25.1668	26.4250	27.7462	29.1337	30.5904	32.1197	33.7255	35.4115			
Program and Facilities Administrator	G139	52,347	54,964	57,712	60,598	63,628	66,809	70,149	73,656	25.1668	26.4250	27.7462	29.1337	30.5904	32.1197	33.7255	35.4115			
Records Supervisor	G139	52,347	54,964	57,712	60,598	63,628	66,809	70,149	73,656	25.1668	26.4250	27.7462	29.1337	30.5904	32.1197	33.7255	35.4115			
Revenue Specialist	G139	52,347	54,964	57,712	60,598	63,628	66,809	70,149	73,656	25.1668	26.4250	27.7462	29.1337	30.5904	32.1197	33.7255	35.4115			
Assistant Clerk	G145	55,567	58,345	61,262	64,325	67,541	70,918	74,464	78,187	26.7149	28.0505	29.4529	30.9255	32.4716	34.0952	35.8000	37.5899			
Finance Analyst	G145	55,567	58,345	61,262	64,325	67,541	70,918	74,464	78,187	26.7149	28.0505	29.4529	30.9255	32.4716	34.0952	35.8000	37.5899			
Senior Accounting Assistant	G145	55,567	58,345	61,262	64,325	67,541	70,918	74,464	78,187	26.7149	28.0505	29.4529	30.9255	32.4716	34.0952	35.8000	37.5899			
Engineering Assistant	G151	58,986	61,935	65,032	68,284	71,698	75,283	79,047	82,999	28.3587	29.7764	31.2654	32.8288	34.4702	36.1938	38.0034	39.9034			
Outdoor Recreation Coordinator	G151	58,986	61,935	65,032	68,284	71,698	75,283	79,047	82,999	28.3587	29.7764	31.2654	32.8288	34.4702	36.1938	38.0034	39.9034			
Recreation Supervisor	G151	58,986	61,935	65,032	68,284	71,698	75,283	79,047	82,999	28.3587	29.7764	31.2654	32.8288	34.4702	36.1938	38.0034	39.9034			
Assistant Planner	G156	61,996	65,096	68,351	71,769	75,357	79,125	83,081	87,235	29.8058	31.2962	32.8611	34.5043	36.2293	38.0409	39.9428	41.9399			
Code Compliance Officer	G156	61,996	65,096	68,351	71,769	75,357	79,125	83,081	87,235	29.8058	31.2962	32.8611	34.5043	36.2293	38.0409	39.9428	41.9399			
Permit Technician/Plans Examiner	G156	61,996	65,096	68,351	71,769	75,357	79,125	83,081	87,235	29.8058	31.2962	32.8611	34.5043	36.2293	38.0409	39.9428	41.9399			
Assistant Engineer	G167	69,167	72,625	76,256	80,069	84,072 88,364	88,276	92,690	97,325	33.2534	34.9159	36.6615	38.4947 40.4596	40.4192 42.4827	42.4404 44.6067	44.5625 46.8370	46.7909 49.1788			
Associate Planner	G172 G172	72,697 72,697	76,332 76,332	80,149 80,149	84,156 84,156	88,364 88,364	92,782 92,782	97,421 97,421	102,292 102,292	34.9505 34.9505	36.6981 36.6981	38.5332 38.5332	40.4596	42.4827	44.6067	46.8370	49.1788			
Building Inspector/Plans Examiner Payroll/Human Resources Specialist	G172	72,697	76,332	80,149	84,156	88,364	92,782	97,421	102,292	34.9505	36.6981	38.5332	40.4596	42.4827	44.6067	46.8370	49.1788			
. ayrony numan nesources specialist	31/2	,2,031	10,332	00,143	U4,130	00,304	32,102	31,421	102,232	54.5303	30.0301	30.3332	40.4330	74.404/	44.0007	40.0370	73.1700			

GEA Salary Schedules - Effective July 2023 Rev. July, 2023

Pay	ANNUAL									MONTHLY									HOURLY							
Range G/100	A 34 133	B 35.840	C 37 632	D 39.514	E 41 490	F 43.565	G 45.743	H 48 030	G/100	A 2,844	B 2,987	C 3,136	D 3,293	E 3,458	F 3,630	G 3,812	H 4,003	G/100	A 16.4103	B 17.2308	C 18.0923	D 18.9971	E 19.9471	F 20.9447	G 21.9918	H 23.0913
G/100	34,475	36,199	38,009	39,909	41,490	43,999	46,199	48,509	G/100	2,844	3,017	3,150	3,293	3,458	3,667	3,850	4,042	G/100	16.5745	17.4034	18.2736	19.1870	20.1462	21.1534	22.2111	
G/102	34,820	36,561	38,389	40,308	42,323	44,439	46,661	48,994	G/102	2,902	3,047	3,199	3,359	3,527	3,703	3,888	4,083	G/102	16.7404	17.5774	18.4563	19.3788	20.3476	21.3649	22.4332	23.5548
G/103 G/104	35,168 35,520	36,926 37.296	38,772 39.161	40,711 41.119	42,747 43.175	44,884 45,334	47,128 47,601	49,484 49,981	G/103 G/104	2,931 2,960	3,077	3,231 3,263	3,393	3,562 3,598	3,740	3,927	4,124	G/103 G/104	16.9077	17.7529	18.6404	19.7688	20.5514	21.5788	22.6577	23.7904
G/104 G/105	35,875	37,669	39,552	41,530	43,607	45,787	48,076	50,480	G/104 G/105	2,990	3,139	3,203	3,427	3,634	3,778	4,006	4,207	G/104 G/105	17.0769	18.1101	19.0154	19.9663	20.7572	22.0130	23.1135	
G/106	36,234	38,046	39,948	41,945	44,042	46,244	48,556	50,984	G/106	3,020	3,171	3,329	3,495	3,670	3,854	4,046	4,249	G/106	17.4202	18.2913	19.2058	20.1659	21.1740	22.2327	23.3442	
G/107 G/108	36,596 36,962	38,426 38,810	40,347 40.751	42,364 42,789	44,482 44.928	46,706 47,174	49,041 49,533	51,493 52,010	G/107 G/108	3,050	3,202	3,362	3,530	3,707	3,892	4,087	4,291	G/107 G/108	17.5942 17.7702	18.4740 18.6587	19.3976	20.3673	21.3856	22.4548	23.5774	
G/108 G/109	37,332	39,199	41,159	43,217	45,378	47,647	50,029	52,530	G/108 G/109	3,111	3,254	3,430	3,601	3,782	3,931	4,128	4,334	G/108 G/109	17.7702	18.8457	19.7880	20.7774	21.8163	22.9072	24.0524	
G/110	37,705	39,590	41,570	43,649	45,831	48,123	50,529	53,055	G/110	3,142	3,299	3,464	3,637	3,819	4,010	4,211	4,421	G/110	18.1274	19.0337	19.9856	20.9851	22.0341	23.1361	24.2928	25.5072
G/111 G/112	38,082 38,463	39,986 40.386	41,985 42,405	44,084 44,525	46,288 46,751	48,602 49,089	51,032 51,543	53,584 54.120	G/111	3,174	3,332	3,499	3,674	3,857	4,050 4.091	4,253	4,465 4.510	G/111 G/112	18.3087 18.4918	19.2240	20.1851	21.1942	22.2538	23.3663	24.5346	
G/112	38.848	40,790	42,403	44,972	47,221	49,582	52.061	54,664	G/112 G/113	3,205	3,300	3,534	3,710	3,935	4,132	4,295	4,510	G/112	18.6769	19.4103	20.5870	21.6212	22.7024	23.8375	25.0293	
G/114	39,236	41,198	43,258	45,421	47,692	50,077	52,581	55,210	G/114	3,270	3,433	3,605	3,785	3,974	4,173	4,382	4,601	G/114	18.8635	19.8067	20.7971	21.8370	22.9288	24.0755	25.2793	26.5433
G/115	39,628 40.024	41,609	43,689	45,873 46.332	48,167 48.649	50,575 51.081	53,104	55,759 56.317	G/115	3,302	3,467	3,641	3,823	4,014	4,215	4,425	4,647	G/115	19.0519	20.0043	21.0043	22.0543	23.1572	24.3149	25.5308	
G/116 G/117	40,024	42,025 42,445	44,126 44,567	46,795	48,649	51,081	53,635 54,172	56,817	G/116 G/117	3,335	3,502 3,537	3,677	3,861	4,054	4,257 4,299	4,470	4,693	G/116 G/117	19.2423 19.4346	20.2043	21.2144	22.2750	23.3889	24.5582	25.7861	27.0755 27.3466
G/118	40,828	42,869	45,012	47,263	49,626	52,107	54,712	57,448	G/118	3,402	3,572	3,751	3,939	4,136	4,342	4,559	4,787	G/118	19.6288	20.6101	21.6404	22.7226	23.8587	25.0514	26.3038	27.6192
G/119	41,236 41.648	43,298 43.730	45,463 45,917	47,736 48.213	50,123 50.624	52,629 53.155	55,260 55,813	58,023 58,604	G/119	3,436	3,608	3,789	3,978	4,177	4,386	4,605	4,835	G/119	19.8250	20.8163	21.8572	22.9500	24.0976	25.3024	26.5673	
G/120 G/121	42,064	44,167	46,375	48,694	51,129	53,685	56.369	59,187	G/120 G/121	3,471 3,505	3,644	3,826	4,018	4,219	4,430	4,651	4,884	G/120 G/121	20.0231	21.0240	22.0755	23.1793	24.3385	25.5553 25.8101	26.8332 27.1005	28.1750
G/122	42,485	44,609	46,839	49,181	51,640	54,222	56,933	59,780	G/122	3,540	3,717	3,903	4,098	4,303	4,519	4,744	4,982	G/122	20.4255	21.4466	22.5188	23.6447	24.8269	26.0683	27.3716	
G/123	42,910	45,056	47,309	49,674	52,158	54,766	57,504	60,379	G/123	3,576	3,755	3,942	4,140	4,347	4,564	4,792	5,032	G/123	20.6298	21.6615	22.7447	23.8817	25.0760	26.3298	27.6462	29.0284
G/124 G/125	43,339 43,772	45,506 45,961	47,781 48,259	50,170 50,672	52,679 53,206	55,313 55,866	58,079 58,659	60,983 61,592	G/124 G/125	3,612 3,648	3,792	3,982 4.022	4,181	4,390 4,434	4,609 4,656	4,840 4.888	5,082 5.133	G/124 G/125	20.8361	21.8779	22.9716	24.1202	25.3264	26.5928 26.8587	27.9226	29.3188
G/125 G/126	44,210	46,421	48,742	51,179	53,738	56,425	59,246	62,208	G/125 G/126	3,684	3,868	4,022	4,265	4,434	4,702	4,888	5,184	G/125	21.0442	22.3178	23.4337	24.6053	25.8356	27.1274	28.4837	29.9077
G/127	44,652	46,885	49,229	51,690	54,275	56,989	59,838	62,830	G/127	3,721	3,907	4,102	4,308	4,523	4,749	4,987	5,236	G/127	21.4673	22.5409	23.6678	24.8510	26.0938	27.3986	28.7683	30.2067
G/128	45,099 45,550	47,354 47,828	49,722	52,208 52,730	54,818 55,367	57,559 58,135	61,042	63,459 64.094	G/128	3,758	3,946	4,144	4,351	4,568	4,797	5,036	5,288	G/128	21.6822	22.7663	23.9048	25.1000 25.3510	26.3548	27.6726	29.0563	
G/129 G/130	46,006	48,306	50,219 50,721	52,730 53,257	55,367 55,920	58,716	61,652	64,735	G/129 G/130	3,796 3,834	4,026	4,185 4,227	4,438	4,660	4,845	5,087 5,138	5,341	G/129 G/130	22.1183	23.2240	24.1438	25.6043	26.8846	28.2288	29.6404	31.1226
G/131	46,466	48,789	51,228	53,789	56,478	59,302	62,267	65,380	G/131	3,872	4,066	4,269	4,482	4,707	4,942	5,189	5,448	G/131	22.3394	23.4563	24.6288	25.8601	27.1529	28.5106	29.9361	
G/132	46,931 47,400	49,278 49,770	51,742 52,259	54,329 54,872	57,045 57,616	59,897 60,497	62,892 63,522	66,037 66,698	G/132	3,911	4,107	4,312	4,527	4,754	4,991	5,241	5,503 5,558	G/132	22.5630	23.6913	24.8760	26.1197	27.4255	28.7966	30.2365	31.7486
G/133 G/134	47,400 47.874	49,770 50.268	52,259 52,781	54,872 55.420	57,616 58.191	60,497	63,522	66,698	G/133 G/134	3,950	4,148	4,355	4,573 4.618	4,801	5,041	5,294	5,558	G/133 G/134	22.7885	23.9279	25.1245	26.3808	27.7000	29.0851	30.5394	32.0663 32.3865
G/135	48,353	50,771	53,310	55,976	58,775	61,714	64,800	68,040	G/135	4,029	4,231	4,443	4,665	4,898	5,143	5,400	5,670	G/135	23.2466	24.4091	25.6298	26.9115	28.2572	29.6702	31.1538	
G/136	48,837	51,279	53,843	56,535	59,362	62,330	65,447	68,719	G/136	4,070	4,273	4,487	4,711	4,947	5,194	5,454	5,727	G/136	23.4793	24.6534	25.8861	27.1803	28.5394	29.9663	31.4649	
G/137 G/138	49,325 49,818	51,791 52.309	54,381 54,924	57,100 57,670	59,955 60.554	62,953 63,582	66,101 66,761	69,406 70.099	G/137 G/138	4,110 4,152	4,316	4,532 4,577	4,758	4,996 5,046	5,246 5,299	5,508 5,563	5,784 5,842	G/137 G/138	23.7139 23.9510	24.8995 25.1486	26.1447	27.4519 27.7260	28.8245 29.1125	30.2659	31.7793	
G/139	50,316	52,832	55,474	58,248	61,160	64,218	67,429	70,800	G/139	4,193	4,403	4,623	4,854	5,097	5,352	5,619	5,900	G/139	24.1904	25.4000	26.6702	28.0038	29.4038	30.8740	32.4178	34.0385
G/140	50,819	53,360	56,028	58,829	61,770	64,859	68,102	71,507	G/140	4,235	4,447	4,669	4,902	5,148	5,405	5,675	5,959	G/140	24.4322	25.6538	26.9365	28.2832	29.6971	31.1822	32.7413	
G/141 G/142	51,327 51,840	53,893 54,432	56,588 57,154	59,417 60,012	62,388 63,013	65,507 66,164	68,782 69,472	72,221 72,946	G/141 G/142	4,277	4,491	4,716	4,951 5,001	5,199	5,459	5,732	6,018	G/141 G/142	24.6764	25.9101 26.1692	27.2058	28.5659 28.8519	29.9942 30.2947	31.4938 31.8096	33.0683	34.7216 35.0702
G/143	52,358	54,976	57,725	60,611	63,642	66,824	70,165	73,673	G/143	4,363	4,581	4,810	5,051	5,304	5,569	5,847	6,139	G/143	25.1721	26.4308	27.7524	29.1399	30.5971	32.1269	33.7332	35.4197
G/144	52,882	55,526	58,302	61,217	64,278	67,492	70,867	74,410	G/144	4,407	4,627	4,859	5,101	5,357	5,624	5,906	6,201	G/144	25.4240	26.6952	28.0298	29.4313	30.9029	32.4481	34.0707	
G/145 G/146	53,411 53,945	56,082 56,642	58,886 59,474	61,830 62 448	64,922 65,570	68,168 68,849	71,576 72 291	75,155 75,906	G/145 G/146	4,451 4,495	4,674	4,907 4,956	5,153 5,204	5,410 5,464	5,681 5,737	5,965 6,024	6,263	G/145 G/146	25.6784 25.9351	26.9625 27.2317	28.3106 28.5933	29.7260 30.0231	31.2125 31.5240	32.7731 33.1005	34.4115	36.1322 36.4933
G/146 G/147	54,484	57,208	60,068	63,071	66,225	69,536	73,013	76,664	G/146 G/147	4,495	4,720	5.006	5,204	5,464	5,795	6.084	6,389	G/146 G/147	26.1942	27.5038	28.8788	30.3226	31.8389	33.4308	35.1024	
G/148	55,029	57,780	60,669	63,702	66,887	70,231	73,743	77,430	G/148	4,586	4,815	5,056	5,309	5,574	5,853	6,145	6,453	G/148	26.4563	27.7788	29.1678	30.6260	32.1572	33.7649	35.4534	37.2260
G/149 G/150	55,579 56,135	58,358 58,942	61,276 61.889	64,340 64,983	67,557 68.232	70,935 71.644	74,482 75,226	78,206 78,987	G/149 G/150	4,632	4,863 4,912	5,106	5,362 5,415	5,630 5.686	5,911 5.970	6,207	6,517	G/149 G/150	26.7207	28.0567	29.4596	30.9327 31.2418	32.4793 32.8038	34.1034 34.4442	35.8087	37.5990 37.9745
G/150 G/151	56,696	59,531	62,508	65,633	68,915	72,361	75,979	79,778	G/150 G/151	4,678	4,912	5,157	5,415	5,743	6.030	6,269	6,648	G/150 G/151	26.9880	28.6207	29.7543 30.0519	31.5543	33.1322	34.4442	36.1663 36.5284	38.3548
G/152	57,263	60,126	63,132	66,289	69,603	73,083	76,737	80,574	G/152	4,772	5,011	5,261	5,524	5,800	6,090	6,395	6,715	G/152	27.5303	28.9067	30.3519	31.8697	33.4630	35.1361	36.8928	38.7375
G/153	57,836 58 414	60,728	63,764 64.402	66,952 67.622	70,300 71,003	73,815 74,553	77,506 78,281	81,381 82.195	G/153	4,820	5,061	5,314	5,579	5,858	6,151	6,459	6,782	G/153	27.8058	29.1962	30.6558	32.1885	33.7981	35.4880	37.2625	39.1255
G/154 G/155	58,998	61,335	65.045	68.297	71,003	75,298	79.063	83.016	G/154 G/155	4,868 4,917	5,111 5,162	5,367 5,420	5,635 5,691	5,917 5,976	6,213	6,523 6,589	6,850 6,918	G/154 G/155	28.0837 28.3644	29.4880 29.7827	30.9625 31.2716	32.5106 32.8351	34.1361 34.4769	35.8428 36.2010	37.6351 38.0111	39.5168 39.9115
G/156	59,588	62,567	65,695	68,980	72,429	76,050	79,853	83,846	G/156	4,966	5,214	5,475	5,748	6,036	6,338	6,654	6,987	G/156	28.6481	30.0803	31.5841	33.1635	34.8216	36.5625	38.3909	40.3106
G/157 G/158	60,184 60,786	63,193 63,825	66,353 67.016	69,671 70,367	73,155 73.885	76,813 77,579	80,654 81,458	84,687 85.531	G/157 G/158	5,015	5,266	5,529	5,806 5,864	6,096	6,401	6,721	7,057	G/157 G/158	28.9346	30.3813	31.9005	33.4957	35.1707	36.9293	38.7760	40.7149
G/158 G/159	61.394	64,464	67,687	71,071	74,625	78.356	82,274	86.388	G/158 G/159	5,066 5,116	5,319	5,585	5,864	6,157	6,465	6,856	7,128	G/158 G/159	29.2240 29.5163	30.6851	32.2192	34 1688	35.5216 35.8774	37.2976 37.6712	39.1625 39.5548	41.1207
G/160	62,008	65,108	68,363	71,781	75,370	79,139	83,096	87,251	G/160	5,167	5,426	5,697	5,982	6,281	6,595	6,925	7,271	G/160	29.8115	31.3019	32.8668	34.5101	36.2356	38.0476	39.9500	41.9476
G/161	62,628 63,254	65,759 66.417	69,047 69,738	72,499 73.225	76,124 76.886	79,930 80,730	83,927 84,767	88,123 89.005	G/161	5,219	5,480	5,754	6,042	6,344	6,661	6,994	7,344	G/161	30.1096	31.6149	33.1957	34.8553	36.5981	38.4279	40.3495	
G/162 G/163	63,887	67,081	70,435	73,225	77,655	81,538	85,615	89,005	G/162 G/163	5,271 5,324	5,535	5,812 5,870	6,102	6,407	6,728 6,795	7,064	7,417	G/162 G/163	30.4106 30.7149	31.9313 32.2505	33.5279 33.8630	35.2043 35.5563	36.9644 37.3341	38.8125 39.2010	40.7534	42.7909
G/164	64,526	67,752	71,140	74,697	78,432	82,354	86,472	90,796	G/164	5,377	5,646	5,928	6,225	6,536	6,863	7,206	7,566	G/164	31.0221	32.5731	34.2019	35.9120	37.7077	39.5933	41.5731	43.6519
G/165	65,171	68,430	71,852	75,445	79,217	83,178	87,337	91,704	G/165	5,431	5,703	5,988	6,287	6,601	6,932	7,278	7,642	G/165	31.3322	32.8990	34.5442	36.2716	38.0851	39.9894	41.9889	44.0885
G/166 G/167	65,823 66,481	69,114 69.805	72,570 73,295	76,199 76,960	80,009 80,808	84,009 84,848	88,209 89,090	92,619 93,545	G/166 G/167	5,485	5,760	6,048	6,350	6,667	7,001	7,351	7,718	G/166 G/167	31.6457 31.9620	33.2279 33.5601	34.8894 35.2380	36.6341	38.4659 38.8500	40.3889	42.4082	44.5284
G/168	67,146	70,503	74,028	77,729	81,615	85,696	89,981	94,480	G/168	5,596	5,875	6,169	6,477	6,801	7,141	7,424	7,793	G/168	32.2817	33.8957	35.5904	37.3697	39.2380	41.2000	43.2601	
G/169	67,817	71,208	74,768	78,506	82,431	86,553	90,881	95,425	G/169	5,651	5,934	6,231	6,542	6,869	7,213	7,573	7,952	G/169	32.6043	34.2346	35.9462	37.7433	39.6303	41.6120	43.6928	
G/170	68,495 69,180	71,920 72,639	75,516 76,271	79,292 80.085	83,257	87,420 88,293	91,791 92.708	96,381 97.343	G/170	5,708	5,993 6.053	6,293	6,608	6,938 7.007	7,285	7,649	8,032 8.112	G/170 G/171	32.9303 33.2596	34.5769 34.9226	36.3058 36.6688	38.1212 38.5024	40.0274	42.0288	44.1303	46.3370 46.7995
G/171 G/172	69,872	73,366	77,034	80,886	84,930	89,177	93,636	98,318	G/171 G/172	5,765	6,114	6,420	6,741	7,007	7,358	7,726	8,112	G/171 G/172	33.5923	35.2721	37.0356	38.5024	40.4274	42.4486	45.0173	
G/173	70,571	74,100	77,805	81,695	85,780	90,069	94,572	99,301	G/173	5,881	6,175	6,484	6,808	7,148	7,506	7,881	8,275	G/173	33.9284	35.6250	37.4063	39.2764	41.2404	43.3024	45.4673	47.7409
G/174	71,277 71,990	74,841 75.590	78,583 79,370	82,512 83.339	86,638 87,506	90,970 91,881	95,519 96,475	100,295 101,299	G/174	5,940	6,237	6,549	6,876	7,220	7,581	7,960	8,358	G/174	34.2678	35.9813	37.7803	39.6692	41.6529	43.7356 44.1736	45.9226	48.2188
G/175 G/176	71,990	76,346	80,163	83,339 84,171	88,380	91,881	96,475	101,299	G/175 G/176	5,999 6.059	6,299	6,614	6,945 7,014	7,292	7,657	8,040 8.120	8,442 8,526	G/175 G/176	34.6106 34.9567	36.3413	38.1587 38.5399	40.0668	42.0702 42.4904	44.1736	46.3822	48.7014 49.1880
G/177	73,437	77,109	80,964	85,012	89,263	93,726	98,412	103,333	G/177	6,120	6,426	6,747	7,084	7,439	7,811	8,201	8,611	G/177	35.3063	37.0716	38.9250	40.8712	42.9149	45.0606	47.3135	49.6793
G/178	74,171	77,880	81,774	85,863	90,156	94,664	99,397	104,367	G/178	6,181	6,490	6,815	7,155	7,513	7,889	8,283	8,697	G/178	35.6591	37.4423	39.3144	41.2803	43.3442	45.5115	47.7870	50.1764
G/179 G/180	74,913 75.662	78,659 79,445	82,592 83.417	86,722 87.588	91,058 91.967	95,611 96,565	100,392 101.393	105,412 106.463	G/179 G/180	6,243	6,555	6,883	7,227	7,588	7,968 8.047	8,366 8,449	8,784 8.872	G/179 G/180	36.0159 36.3760	37.8168 38.1947	39.7077 40.1043	41.6933	43.7779	45.9668 46.4255	48.2654 48.7466	50.6788
G/181	76,419	80,240	84,252	88,465	92,888	97,532	102,409	107,529	G/181	6,368	6,687	7,021	7,372	7,741	8,128	8,534	8,961	G/180	36.7399	38.5769	40.5058	42.5313	44.6577	46.8904	49.2351	51.6966
G/182	77,183	81,042	85,094	89,349	93,816	98,507	103,432	108,604	G/182	6,432	6,754	7,091	7,446	7,818	8,209	8,619	9,050	G/182	37.1072	38.9625	40.9106	42.9563	45.1038	47.3591	49.7269	52.2135
G/183 G/184	77,955 78,735	81,853 82.672	85,946 86.806	90,243 91.146	94,755 95.703	99,493 100.488	104,468 105.512	109,691 110.788	G/183	6,496 6,561	6,821	7,162 7,234	7,520	7,896	8,291	8,706 8,793	9,141	G/183 G/184	37.4784 37.8534	39.3524	41.3202	43.8202	45.5553 46.0111	47.8332 48.3115	50.2250 50.7269	
G/185	79,522	83,498	87,673	92,057	96,660	101,493	105,512	111,896	G/184 G/185	6,627	6,958	7,234	7,596	8,055	8,374	8,793	9,232	G/184 G/185	37.8534	40.1433	42.1505	44.2582	46.4712	48.3115	51.2346	53.7962
G/186	80,317	84,333	88,550	92,978	97,627	102,508	107,633	113,015	G/186	6,693	7,028	7,379	7,748	8,136	8,542	8,969	9,418	G/186	38.6139	40.5447	42.5721	44.7010	46.9361	49.2827	51.7466	54.3341
G/187 G/188	81,120 81,931	85,176 86,028	89,435 90,329	93,907 94,845	98,602 99,587	103,532 104,566	108,709 109,794	114,144 115,284	G/187 G/188	6,760	7,098	7,453	7,826	8,217 8,299	8,628 8,714	9,059	9,512	G/187 G/188	39.0000 39.3899	40.9500 41.3596	42.9976 43.4274	45.1476 45.5986	47.4048 47.8784	49.7750 50.2721	52.2639 52.7856	54.8769 55.4250
G/188 G/189	82,750	86,888	91,232	95,794	100,584	105,613	110,894	116,439	G/188 G/189	6,828	7,169	7,527	7,904	8,299	8,714	9,150	9,607	G/188 G/189	39.3899	41.7731	43.42/4	46.0548	48.3577	50.2721	53.3144	55.4250
G/190	83,578	87,757	92,145	96,752	101,590	106,670	112,004	117,604	G/190	6,965	7,313	7,679	8,063	8,466	8,889	9,334	9,800	G/190	40.1817	42.1909	44.3005	46.5154	48.8413	51.2837	53.8481	56.5404

GEA Sal	ary Sci	nedules	s - Effe	ctive.	luly

Pay	ANNUAL									MONTHLY									HOURLY							
Range	A	В	С	D 40.304	E	F	G	н		A	В	С	D	E	F	G	н		Α	В	С	D	E	F	G	н
G/100 G/101	34,816 35.164	36,557 36,922	38,385 38,768	40,304 40,706	42,319 42,741	44,435 44.878	46,657 47.122	48,990 49,478	G/100 G/101	2,901 2,930	3,046	3,199 3,231	3,359	3,527 3,562	3,703 3,740	3,888	4,083 4,123	G/100 G/101	16.7385 16.9058	17.5755 17.7510	18.4543 18.6385	19.3769	20.3457	21.3630 21.5760	22.4313	23.5529
G/101	35,516	37,292	39,157	41,115	43,171	45,330	47,597	49,977	G/101	2,960	3,108	3,251	3,426	3,502	3,778	3,966	4,125	G/101	17.0750	17.7310	18.8255	19.7668	20.7553	21.7933	22.8832	24.0274
G/103	35,871	37,665	39,548	41,525	43,601	45,781	48,070	50,474	G/103	2,989	3,139	3,296	3,460	3,633	3,815	4,006	4,206	G/103	17.2457	18.1082	19.0135	19.9639	20.9620	22.0101	23.1106	24.2663
G/104	36,230 36,592	38,042 38,422	39,944 40.343	41,941 42,360	44,038 44,478	46,240 46,702	48,552 49.037	50,980 51.489	G/104	3,019	3,170 3,202	3,329	3,495	3,670	3,853	4,046	4,248	G/104	17.4183 17.5923	18.2894	19.2038	20.1639	21.1721	22.2308	23.3423	24.5096 24.7543
G/105 G/106	36,958	38,806	40,746	42,783	44,922	47,168	49,526	52,002	G/105 G/106	3,049	3,234	3,396	3,565	3,744	3,892	4,086	4,291	G/105 G/106	17.7683	18.6567	19.5894		21.5971	22.4529	23.8106	
G/107	37,328	39,194	41,154	43,212	45,373	47,642	50,024	52,525	G/107	3,111	3,266	3,430	3,601	3,781	3,970	4,169	4,377	G/107	17.9462	18.8433	19.7856	20.7750	21.8139	22.9048	24.0500	25.2524
G/108	37,701 38.078	39,586 39,982	41,565 41.981	43,643 44,080	45,825 46,284	48,116 48,598	50,522 51.028	53,048 53,579	G/108	3,142	3,299	3,464	3,637	3,819 3,857	4,010	4,210 4,252	4,421	G/108	18.1255 18.3067	19.0317	19.9832	20.9822	22.0313	23.1327		25.5038
G/109 G/110	38,459	40.382	42,401	44,080	46,747	49,084	51,028	54,115	G/109 G/110	3,173	3,332	3,498	3,6/3	3,857	4,050	4,252	4,465	G/109 G/110	18.4899	19.2221	20.1832	21.1923	22.2519	23.5981	24.5327	25.7591
G/111	38,844	40,786	42,825	44,966	47,214	49,575	52,054	54,657	G/111	3,237	3,399	3,569	3,747	3,935	4,131	4,338	4,555	G/111	18.6750	19.6087	20.5889	21.6183	22.6990	23.8341	25.0260	26.2774
G/112	39,232	41,194	43,254	45,417	47,688	50,072	52,576	55,205	G/112	3,269	3,433	3,605	3,785	3,974	4,173	4,381	4,600	G/112	18.8615	19.8048	20.7952	21.8351	22.9269	24.0731	25.2769	26.5409
G/113 G/114	39,624 40,020	41,605 42,021	43,685 44,122	45,869 46,328	48,162 48,644	50,570 51,076	53,099 53,630	55,754 56,312	G/113 G/114	3,302	3,467	3,640	3,822	4,014	4,214	4,425 4.469	4,646 4.693	G/113 G/114	19.0500 19.2404	20.0024	21.0024	22.0524	23.1548	24.3125	25.5284	26.8048
G/115	40,420	42,441	44,563	46,791	49,131	51,588	54,167	56,875	G/115	3,368	3,537	3,714	3,899	4,094	4,299	4,514	4,740	G/115	19.4327	20.4043	21.4245	22.4957	23.6207	24.8019	26.0418	27.3438
G/116	40,824 41.232	42,865 43,294	45,008 45,459	47,258 47,732	49,621 50.119	52,102 52,625	54,707 55.256	57,442 58.019	G/116	3,402	3,572	3,751	3,938	4,135	4,342	4,559	4,787	G/116	19.6269	20.6082	21.6385	22.7202	23.8563	25.0490	26.3014	27.6163
G/117 G/118	41,232	43,726	45,459	48,208	50,119	53,149	55,806	58,596	G/117 G/118	3,436 3,470	3,608	3,788 3,826	3,978 4,017	4,177 4,218	4,385 4,429	4,605 4,651	4,835 4,883	G/117 G/118	19.8231 20.0212	20.8144	21.8553	22.9481	24.0957 24.3356	25.3005 25.5524	26.5654 26.8298	27.8938 28.1712
G/119	42,060	44,163	46,371	48,690	51,125	53,681	56,365	59,183	G/119	3,505	3,680	3,864	4,058	4,260	4,473	4,697	4,932	G/119	20.2212	21.2322	22.2938	23.4087	24.5793	25.8082	27.0986	28.4534
G/120	42,481 42,906	44,605	46,835 47,304	49,177 49,669	51,636 52.152	54,218 54,760	56,929 57,498	59,775 60.373	G/120	3,540	3,717	3,903	4,098	4,303	4,518	4,744	4,981	G/120	20.4236	21.4447	22.5168	23.6428	24.8250	26.0663	27.3697	28.7380
G/121 G/122	42,906	45,051 45,502	47,304	49,669 50.166	52,152	55,308	58,073	60,373	G/121 G/122	3,576 3,611	3,754	3,942	4,139	4,346	4,563	4,792	5,031	G/121 G/122	20.6279	21.6591	22.7423	23.8793	25.0731	26.3269	27.6433	29.0255
G/123	43,768	45,956	48,254	50,667	53,200	55,860	58,653	61,586	G/123	3,647	3,830	4,021	4,222	4,433	4,655	4,888	5,132	G/123	21.0423	22.0942	23.1990	24.3591	25.5769	26.8558	28.1986	29.6087
G/124	44,206	46,416	48,737	51,174	53,733	56,420	59,241	62,203	G/124	3,684	3,868	4,061	4,265	4,478	4,702	4,937	5,184	G/124	21.2529	22.3154	23.4313	24.6029	25.8332	27.1250	28.4813	29.9053
G/125 G/126	44,648 45,094	46,880 47,349	49,224 49,716	51,685 52,202	54,269 54,812	56,982 57,553	59,831 60,431	62,823 63,453	G/125 G/126	3,721 3,758	3,907 3,946	4,102 4.143	4,307 4,350	4,522 4,568	4,749 4.796	4,986 5.036	5,235 5,288	G/125 G/126	21.4654	22.5385	23.6654	24.8486	26.0909	27.3952 27.6697	28.7649	30.2034
G/127	45,545	47,822	50,213	52,724	55,360	58,128	61,034	64,086	G/120	3,795	3,985	4,184	4,394	4,613	4,844	5,086	5,341	G/127	21.8966	22.9913	24.1409	25.3481	26.6154	27.9462	29.3433	30.8106
G/128	46,000	48,300	50,715	53,251	55,914	58,710	61,646	64,728	G/128	3,833	4,025	4,226	4,438	4,660	4,893	5,137	5,394	G/128	22.1154	23.2212	24.3822	25.6014	26.8817	28.2260	29.6375	31.1192
G/129 G/130	46,460 46,925	48,783 49,271	51,222 51,735	53,783 54,322	56,472 57,038	59,296 59,890	62,261 62,885	65,374 66,029	G/129 G/130	3,872 3,910	4,065	4,269	4,482	4,706 4,753	4,941	5,188 5,240	5,448	G/129 G/130	22.3365	23.4534	24.6260	25.8572	27.1500	28.5077	29.9332 30.2332	31.4298
G/130 G/131	47,394	49,764	52,252	54,865	57,608	60,488	63,512	66,688	G/130 G/131	3,950	4,147	4,354	4,572	4,801	5,041	5,293	5,557	G/130 G/131	22.7856	23.6880	25.1212	26.1163	27.6962	29.0808	30.2332	32.0615
G/132	47,868	50,261	52,774	55,413	58,184	61,093	64,148	67,355	G/132	3,989	4,188	4,398	4,618	4,849	5,091	5,346	5,613	G/132	23.0135	24.1639	25.3721	26.6409	27.9731	29.3716	30.8404	32.3822
G/133	48,347 48.830	50,764 51.272	53,302 53.836	55,967 56,528	58,765 59,354	62,322	64,788 65,438	68,027 68,710	G/133	4,029	4,230	4,442	4,664 4,711	4,897 4.946	5,142	5,399	5,669	G/133	23.2438	24.4058	25.6260 25.8827	26.9072	28.2524	29.6649	31.1481 31.4606	32.7053
G/134 G/135	49,318	51,784	54.373	57.092	59,947	62,944	66.091	69.396	G/134 G/135	4,009	4,273	4,480	4,711	4,946	5,194	5,508	5,726 5,783	G/134 G/135	23.7106	24.8962	26.1409		28.8207	30.2615	31.7745	
G/136	49,811	52,302	54,917	57,663	60,546	63,573	66,752	70,090	G/136	4,151	4,359	4,576	4,805	5,046	5,298	5,563	5,841	G/136	23.9476	25.1452	26.4024	27.7226	29.1087	30.5639	32.0923	33.6971
G/137	50,309 50,812	52,824 53,353	55,465 56,021	58,238 58,822	61,150 61,763	64,208 64,851	67,418 68,094	70,789 71.499	G/137	4,192	4,402	4,622	4,853	5,096	5,351	5,618	5,899	G/137	24.1870	25.3962	26.6659	27.9990	29.3990	30.8692	32.4125	34.0332
G/138 G/139	51,320	53,886	56,580	59,409	62,379	65,498	68,773	72,212	G/138 G/139	4,234	4,446	4,668	4,902	5,147	5,404	5,675	5,958	G/138 G/139	24.4288	25.6505 25.9067	26.9332 27.2019	28.2798	29.6938	31.1784	32.7375	34.3745
G/140	51,833	54,425	57,146	60,003	63,003	66,153	69,461	72,934	G/140	4,319	4,535	4,762	5,000	5,250	5,513	5,788	6,078	G/140	24.9197	26.1659	27.4740	28.8476	30.2899	31.8043	33.3947	35.0644
G/141	52,351	54,969	57,717	60,603	63,633	66,815	70,156	73,664	G/141	4,363	4,581	4,810	5,050	5,303	5,568	5,846	6,139	G/141	25.1688	26.4274	27.7486	29.1361	30.5928	32.1226	33.7288	35.4154
G/142 G/143	52,875 53.404	55,519 56,074	58,295 58,878	61,210 61,822	64,271 64,913	67,485 68,159	70,859 71,567	74,402 75.145	G/142 G/143	4,406 4,450	4,627	4,858	5,101	5,356 5,409	5,624	5,905 5,964	6,200	G/142 G/143	25.4207 25.6750	26.6918	28.0264	29.4279	30.8995	32.4447	34.0668	35.7702 36.1274
G/144	53,938	56,635	59,467	62,440	65,562	68,840	72,282	75,896	G/144	4,495	4,720	4,956	5,203	5,464	5,737	6,024	6,325	G/144	25.9317	27.2284	28.5899	30.0192	31.5202	33.0962	34.7510	36.4885
G/145	54,477 55.022	57,201 57,773	60,061 60,662	63,064	66,217 66,880	69,528 70,224	73,004 73,735	76,654 77,422	G/145	4,540	4,767	5,005	5,255	5,518	5,794	6,084	6,388	G/145	26.1909	27.5005	28.8755		31.8351	33.4269	35.0981	36.8529
G/146 G/147	55,572	58,351	61.269	64.332	67.549	70,224	74,472	78.196	G/146 G/147	4,585 4,631	4,814 4,863	5,055	5,308 5,361	5,573 5,629	5,852 5,911	6,145	6,452	G/146 G/147	26.4529 26.7173	27.7755 28.0534	29.1644	30.6226	32.1538 32.4755	33.7615 34.0990	35.4495 35.8038	37.2221
G/148	56,128	58,934	61,881	64,975	68,224	71,635	75,217	78,978	G/148	4,677	4,911	5,157	5,415	5,685	5,970	6,268	6,582	G/148	26.9846	28.3337	29.7505	31.2380	32.8000	34.4399	36.1620	37.9702
G/149	56,689	59,523	62,499	65,624	68,905	72,350	75,968	79,766	G/149	4,724	4,960	5,208	5,469	5,742	6,029	6,331	6,647	G/149	27.2543	28.6168	30.0476	31.5500	33.1274	34.7837	36.5231	38.3490
G/150 G/151	57,256 57,829	60,119	63,125 63,756	66,281 66,944	69,595 70,291	73,075 73,806	76,729 77,496	80,565 81.371	G/150 G/151	4,771	5,010	5,260	5,523	5,800	6,090	6,394	6,714	G/150 G/151	27.5269	28.9034	30.3486	31.8659	33.4591	35.1322 35.4837	36.8889	38.7332
G/152	58,407	61,327	64,393	67,613	70,994	74,544	78,271	82,185	G/152	4,867	5,111	5,366	5,634	5,916	6,212	6,523	6,849	G/152	28.0803	29.4841	30.9582	32.5063	34.1317	35.8385		39.5120
G/153	58,991 59,581	61,941 62,560	65,038 65,688	68,290 68,972	71,705 72,421	75,290 76,042	79,055 79,844	83,008 83,836	G/153	4,916	5,162	5,420	5,691	5,975	6,274	6,588	6,917	G/153	28.3611	29.7793	31.2683	32.8317	34.4736	36.1971	38.0072 38.3865	39.9077
G/154 G/155	60.177	63,186	66.345	69,662	73,145	76,802	80,642	84.674	G/154 G/155	4,965 5.015	5,213	5,474	5,748	6,035	6,400	6,654	7.056	G/154 G/155	28.6447 28.9313	30.0769	31.5808 31.8966	33.1596	35.1659	36.5587	38.3865	40.3058
G/156	60,779	63,818	67,009	70,359	73,877	77,571	81,450	85,523	G/156	5,065	5,318	5,584	5,863	6,156	6,464	6,788	7,127	G/156	29.2207	30.6817	32.2159	33.8264	35.5178	37.2938	39.1587	41.1168
G/157	61,387 62.001	64,456 65.101	67,679 68.356	71,063 71,774	74,616 75,363	78,347 79.131	82,264 83.088	86,377 87,242	G/157	5,116	5,371	5,640	5,922	6,218	6,529	6,855	7,198	G/157	29.5130	30.9885	32.5380	34.1649 34.5067	35.8731	37.6668 38.0438		41.5274
G/158 G/159	62,621	65,752	69,040	72,492	75,363	79,131	83,088	88,115	G/158 G/159	5,167 5,218	5,425	5,696 5,753	5,981 6,041	6,280	6,594	6,924	7,270 7,343	G/158 G/159	29.8082 30.1063	31.2986 31.6115	32.8635 33.1923	34.5067	36.2322 36.5947	38.0438 38.4245	39.9462 40.3457	41.9433
G/160	63,247	66,409	69,729	73,215	76,876	80,720	84,756	88,994	G/160	5,271	5,534	5,811	6,101	6,406	6,727	7,063	7,416	G/160	30.4072	31.9274	33.5236	35.1995	36.9596	38.8077	40.7481	42.7856
G/161	63,879 64.518	67,073 67,744	70,427 71.131	73,948 74,688	77,645 78.422	81,527 82.343	85,603 86,460	89,883 90.783	G/161	5,323	5,589	5,869	6,162	6,470	6,794	7,134	7,490	G/161	30.7111	32.2466	33.8591 34 1976	35.5519	37.3293	39.1957	41.1553	43.2130
G/162 G/163	65,163	68,421	71,131	75,434	79,206	82,343	85,460	90,783	G/162 G/163	5,377 5,430	5,645	5,928	6,224	6,535 6,601	6,862	7,205	7,565 7,641	G/162 G/163	31.0183 31.3284	32.5692 32.8947	34.1976	35.9077 36.2663	37.7029 38.0798	39.5880	41.5673	43.6457
G/164	65,815	69,106	72,561	76,189	79,998	83,998	88,198	92,608	G/164	5,485	5,759	6,047	6,349	6,667	7,000	7,350	7,717	G/164	31.6418	33.2240	34.8851	36.6293	38.4606	40.3837	42.4029	44.5231
G/165 G/166	66,473 67,138	69,797 70,495	73,287 74,020	76,951 77,721	80,799 81,607	84,839 85,687	89,081 89,971	93,535 94,470	G/165 G/166	5,539 5,595	5,816 5,875	6,107	6,413	6,733	7,070 7,141	7,423	7,795	G/165 G/166	31.9582 32.2779	33.5563 33.8918	35.2341 35.5865	36.9957 37.3659	38.8457	40.7880	42.8274	44.9688 45.4183
G/166 G/167	67,809	71,199	74,759	78,497	82,422	86,543	90,870	95,414	G/166 G/167	5,595	5,875	6,230	6,541	6,869	7,141	7,498	7,873	G/166 G/167	32.6005	34.2303	35.5865	37.7389	39.6260	41.1957	43.2553	45.4183
G/168	68,487	71,911	75,507	79,282	83,246	87,408	91,778	96,367	G/168	5,707	5,993	6,292	6,607	6,937	7,284	7,648	8,031	G/168	32.9264	34.5726	36.3014	38.1163	40.0221	42.0231	44.1240	46.3303
G/169	69,172 69,864	72,631 73,357	76,263 77,025	80,076 80,876	84,080 84,920	88,284 89 166	92,698	97,333 98,305	G/169	5,764	6,053	6,355	6,673	7,007	7,357	7,725	8,111	G/169	33.2558 33.5885	34.9188 35.2678	36.6649 37.0313		40.4231	42.4442 42.8683	44.5663 45.0115	46.7947 47.2620
G/170 G/171	70,563	74,091	77,796	81,686	85,770	90,059	94,562	99,290	G/170 G/171	5,822 5,880	6,113	6,419	6,807	7,077	7,431 7,505	7,802 7,880	8,192 8,274	G/170 G/171	33.5885	35.26/8	37.4019		41.2356	43.2976	45.4625	47.7356
G/172	71,269	74,832	78,574	82,503	86,628	90,959	95,507	100,282	G/172	5,939	6,236	6,548	6,875	7,219	7,580	7,959	8,357	G/172	34.2639	35.9769	37.7760	39.6649	41.6481	43.7303	45.9168	48.2125
G/173	71,982 72,702	75,581 76.337	79,360 80.154	83,328 84,162	87,494 88.370	91,869 92,789	96,462 97.428	101,285 102,299	G/173	5,999	6,298	6,613	6,944	7,291	7,656	8,039	8,440	G/173	34.6067	36.3370	38.1538 38.5356		42.0644	44.1678	46.3760 46.8404	48.6947
G/174 G/175	73,429	77,100	80,154	84,162 85,003	89,253	92,789	98,402	102,299	G/174 G/175	6,059	6,361	6,680	7,014 7,084	7,364 7,438	7,732 7,810	8,119 8,200	8,525 8,610	G/174 G/175	34.9529 35.3024	36.7005 37.0673	38.5356	40.4625	42.4856	44.6101 45.0558	46.8404	49.1822
G/176	74,163	77,871	81,765	85,853	90,146	94,653	99,386	104,355	G/176	6,180	6,489	6,814	7,154	7,512	7,888	8,282	8,696	G/176	35.6553	37.4380	39.3101	41.2755	43.3394	45.5063	47.7817	50.1707
G/177	74,905 75.654	78,650	82,583 83,409	86,712 87,579	91,048 91,958	95,600	100,380	105,399	G/177	6,242	6,554	6,882	7,226	7,587	7,967	8,365	8,783	G/177	36.0120	37.8125	39.7034	41.6885	43.7731	45.9615	48.2596	50.6726
G/178 G/179	75,654	79,437 80.232	83,409 84.244	87,579 88.456	91,958	96,556 97.523	101,384 102.399	106,453 107,519	G/178 G/179	6,305	6,620	7,020	7,298	7,663	8,046 8.127	8,449	8,871	G/178 G/179	36.3721	38.1909 38.5731	40.1005	42.1053	44.2106	46.4212	48.7423	51.1793
G/180	77,175	81,034	85,086	89,340	93,807	98,497	103,422	108,593	G/180	6,431	6,753	7,091	7,445	7,817	8,208	8,619	9,049	G/180	37.1034	38.9587	40.9067	42.9519	45.0995	47.3543	49.7221	52.2082
G/181	77,947	81,844	85,936	90,233	94,745	99,482	104,456	109,679	G/181	6,496	6,820	7,161	7,519	7,895	8,290	8,705	9,140	G/181	37.4745	39.3481	41.3154		45.5505	47.8279		52.7303
G/182 G/183	78,726 79,513	82,662 83,489	86,795 87.663	91,135 92,046	95,692 96,648	100,477 101,480	105,501 106,554	110,776 111,882	G/182 G/183	6,561 6,626	6,889	7,233 7,305	7,595 7,671	7,974 8.054	8,373 8.457	8,792 8.880	9,231	G/182 G/183	37.8490 38.2274	39.7413 40.1389	41.7284 42.1457		46.0058 46.4654	48.3063 48.7885	50.7216 51.2279	53.2577 53.7894
G/183 G/184	80,308	84,323	88,539	92,966	97,614	102,495	107,620	113,001	G/183 G/184	6,692	7,027	7,378	7,747	8,135	8,541	8,968	9,324	G/183	38.6096	40.1389	42.1457	44.6952	46.9298	49.2764	51.7404	54.3274
G/185	81,111	85,167	89,425	93,896	98,591	103,521	108,697	114,132	G/185	6,759	7,097	7,452	7,825	8,216	8,627	9,058	9,511	G/185	38.9957	40.9457	42.9928		47.3995	49.7697	52.2582	54.8712
G/186 G/187	81,922 82.741	86,018 86,878	90,319 91,222	94,835 95,783	99,577 100.572	104,556	109,784 110.881	115,273 116,425	G/186 G/187	6,827	7,168	7,527	7,903	8,298 8,381	8,713 8,800	9,149	9,606	G/186 G/187	39.3856 39.7793	41.3548	43.4226	45.5938	47.8736 48.3519	50.2673	52.7808 53.3082	55.4197 55.9736
G/187 G/188	83,568	87,746	92,133	96,740	101,577	106,656	111,989	117,588	G/187 G/188	6,964	7,240	7,602	8,062	8,465	8,888	9,332	9,702	G/187	40.1769	42.1856	44.2947	46.5096	48.8351	51.2769	53.8409	56.5327
G/189	84,404	88,624	93,055	97,708	102,593	107,723	113,109	118,764	G/189	7,034	7,385	7,755	8,142	8,549	8,977	9,426	9,897	G/189	40.5788	42.6077	44.7380	46.9750	49.3236	51.7899	54.3793	57.0981
G/190	85,248	89,510	93,986	98,685	103,619	108,800	114,240	119,952	G/190	7,104	7,459	7,832	8,224	8,635	9,067	9,520	9,996	G/190	40.9846	43.0337	45.1856	47.4447	49.8168	52.3077	54.9231	57.6692

GEM	Sdidi	y scriedules -	EIII

Pay	ANNUAL									MONTHLY									HOURLY							
Range	Α	В	C 39 152	D	E 43.166	F 45.324	G 47 590	H 49 970		Α	В	C	D	E	F	G	Н		A	В	С	D	E	F	G	Н
G/100 G/101	35,512 35,867	37,288 37,660	39,152 39,543	41,110 41,520	43,166	45,324	47,590	49,970 50,468	G/100 G/101	2,959	3,107 3,138	3,263 3,295	3,426	3,597	3,777 3,815	3,966 4,005	4,164	G/100 G/101	17.0731 17.2438	17.9269 18.1058	18.8231	19.7644	20.7529	21.7904	22.8798	24.0240
G/102	36,226	38,037	39,939	41,936	44,033	46,235	48,547	50,974	G/102	3,019	3,170	3,328	3,495	3,669	3,853	4,046	4,248	G/102	17.4163	18.2870	19.2014	20.1615	21.1697	22.2284	23.3399	
G/103	36,588	38,417	40,338	42,355	44,473	46,697	49,032	51,484	G/103	3,049	3,201	3,362	3,530	3,706	3,891	4,086	4,290	G/103	17.5904	18.4697	19.3933	20.3630	21.3813	22.4505	23.5731	24.7519
G/104	36,954 37.324	38,802 39.190	40,742 41.150	42,779 43.208	44,918 45.368	47,164 47,636	49,522 50.018	51,998 52,519	G/104	3,080	3,234	3,395	3,565	3,743	3,930	4,127	4,333	G/104	17.7663	18.6548	19.5875	20.5668	21.5952	22.6750	23.8087	
G/105 G/106	37,324	39,190	41,150	43,208	45,388	48.112	50,518	52,519	G/105 G/106	3,110 3,141	3,266	3,429	3,601	3,781	3,970	4,168	4,377	G/105 G/106	17.9442	18.8413	19.7837	20.7731	21.8115	22.9019	24.0471	
G/107	38,074	39,978	41,977	44,076	46,280	48,594	51,024	53,575	G/107	3,173	3,332	3,498	3,673	3,857	4,050	4,252	4,465	G/107	18.3048	19.2202	20.1813	21.1904	22.2500	23.3625	24.5308	
G/108	38,455	40,378	42,397	44,517	46,743	49,080	51,534	54,111	G/108	3,205	3,365	3,533	3,710	3,895	4,090	4,295	4,509	G/108	18.4880	19.4125	20.3832	21.4024	22.4726	23.5962	24.7760	
G/109	38,840 39,228	40,782 41,189	42,821 43,248	44,962 45,410	47,210 47,681	49,571 50,065	52,050 52,568	54,653 55,196	G/109	3,237	3,399	3,568	3,747	3,934	4,131	4,338	4,554	G/109	18.6731	19.6067	20.5870	21.6163	22.6971	23.8322	25.0240	26.2755
G/110 G/111	39,620	41,189	43,248	45,865	48,158	50,566	53,094	55,749	G/110 G/111	3,269	3,432	3,604	3,784	3,973 4.013	4,172 4,214	4,381	4,600	G/110 G/111	18.8596 19.0481	19.8024	20.7923	21.8317	22.9236	24.0697	25.2731 25.5260	26.5365 26.8024
G/112	40,016	42,017	44,118	46,324	48,640	51,072	53,626	56,307	G/112	3,335	3,501	3,677	3,860	4,053	4,256	4,469	4,692	G/112	19.2385	20.2005	21.2106	22.2712	23.3846	24.5538	25.7817	27.0707
G/113	40,416	42,437	44,559	46,787	49,126	51,582	54,161	56,869	G/113	3,368	3,536	3,713	3,899	4,094	4,299	4,513	4,739	G/113	19.4308	20.4024	21.4226	22.4938	23.6183	24.7990	26.0389	27.3409
G/114	40,820	42,861	45,004 45,453	47,254 47,726	49,617 50.112	52,098 52,618	54,703 55,249	57,438 58.011	G/114	3,402	3,572	3,750	3,938	4,135	4,342	4,559	4,787	G/114	19.6250	20.6063	21.6365	22.7183	23.8543	25.0471	26.2995	
G/115 G/116	41,228	43,722	45,453	48,203	50,613	53,144	55,801	58,591	G/115 G/116	3,436 3,470	3,607	3,788	3,977 4.017	4,176 4,218	4,385	4,604	4,834	G/115 G/116	19.8212 20.0192	20.8120	21.8524	22.9452	24.0923	25.2971 25.5500	26.5620	27.8899 28.1688
G/117	42,056	44,159	46,367	48,685	51,119	53,675	56,359	59,177	G/117	3,505	3,680	3,864	4,057	4,260	4,473	4,697	4,931	G/117	20.2192	21.2303	22.2918	23.4063	24.5764	25.8053	27.0957	28.4505
G/118	42,477	44,601	46,831	49,173	51,632	54,214	56,925	59,771	G/118	3,540	3,717	3,903	4,098	4,303	4,518	4,744	4,981	G/118	20.4216	21.4428	22.5149	23.6409	24.8231	26.0644	27.3678	28.7361
G/119 G/120	42,902 43.331	45,047 45,498	47,299 47,773	49,664 50,162	52,147 52,670	54,754 55,304	57,492 58.069	60,367 60.972	G/119	3,575 3.611	3,754	3,942	4,139	4,346	4,563	4,791	5,031	G/119	20.6260	21.6572	22.7399	23.8769	25.0707	26.3240	27.6404	
G/120 G/121	43,764	45,458	48,250	50,663	53.196	55.856	58.649	61.581	G/120 G/121	3,647	3,792	4.021	4,180	4,433	4,655	4,839	5,132	G/120 G/121	21.0404	22.0923	23.1971	24.1103	25.5750	26.8538	28.1966	
G/122	44,202	46,412	48,733	51,170	53,729	56,415	59,236	62,198	G/122	3,684	3,868	4,061	4,264	4,477	4,701	4,936	5,183	G/122	21.2510	22.3135	23.4293	24.6010	25.8313	27.1226	28.4788	29.9029
G/123	44,644	46,876	49,220	51,681	54,265	56,978	59,827	62,818	G/123	3,720	3,906	4,102	4,307	4,522	4,748	4,986	5,235	G/123	21.4635	22.5365	23.6635	24.8466	26.0889	27.3933	28.7630	30.2010
G/124	45,090 45,541	47,345 47.818	49,712 50,209	52,198 52,719	54,808 55,355	57,548 58.123	60,425 61.029	63,446 64,080	G/124	3,758	3,945	4,143	4,350	4,567	4,796	5,035	5,287	G/124	21.6779	22.7620	23.9000	25.0952	26.3500	27.6673	29.0505	30.5029
G/125 G/126	45,541 45,996	48,296	50,209	52,/19	55,355	58,123	61,639	64,721	G/125 G/126	3,795	3,985 4.025	4,184	4,393	4,613 4,659	4,844	5,086	5,340	G/125 G/126	21.8947	22.9894	24.1389	25.3457	26.6130	27.9438 28.2231	29.3409	30.8077
G/127	46,456	48,779	51,218	53,779	56,468	59,291	62,256	65,369	G/127	3,871	4,065	4,268	4,482	4,706	4,941	5,188	5,447	G/127	22.3346	23.4514	24.6240	25.8553	27.1481	28.5053	29.9308	31.4274
G/128	46,921	49,267	51,730	54,317	57,033	59,885	62,879	66,023	G/128	3,910	4,106	4,311	4,526	4,753	4,990	5,240	5,502	G/128	22.5582	23.6861	24.8702	26.1139	27.4197	28.7909	30.2303	
G/129	47,390 47,864	49,760 50,257	52,248 52,770	54,860 55,409	57,603 58,179	60,483 61,088	63,507 64,142	66,682 67,349	G/129	3,949	4,147	4,354	4,572	4,800	5,040	5,292 5,345	5,557 5.612	G/129	22.7837	23.9231	25.1192	26.3750	27.6938	29.0784	30.5322	32.0587 32.3793
G/130 G/131	47,864	50,257	52,770	55,963	58,179	61,689	64,142	68.023	G/130 G/131	3,989 4.029	4,188	4,398	4,617	4,848	5,091	5,345	5,612	G/130 G/131	23.0115	24.1620	25.3702 25.6240	26.6389	27.9707	29.3692 29.6630	30.8375	32.3793
G/132	48,826	51,267	53,830	56,522	59,348	62,315	65,431	68,703	G/131	4,069	4,272	4,486	4,710	4,946	5,193	5,453	5,725	G/132	23.4740	24.6476	25.8798	27.1740	28.5327	29.9591	31.4572	33.0303
G/133	49,314	51,780	54,369	57,087	59,941	62,938	66,085	69,389	G/133	4,110	4,315	4,531	4,757	4,995	5,245	5,507	5,782	G/133	23.7087	24.8942	26.1389	27.4457	28.8178	30.2587	31.7716	
G/134 G/135	49,807 50,305	52,297 52.820	54,912 55,461	57,658 58.234	60,541 61.146	63,568 64.203	66,746 67,413	70,083 70,784	G/134 G/135	4,151 4,192	4,358	4,576 4,622	4,805 4,853	5,045 5,096	5,297	5,562 5,618	5,840 5,899	G/134 G/135	23.9457 24.1851	25.1428 25.3942	26.4000 26.6639	27.7202 27.9971	29.1063 29.3971	30.5615 30.8668	32.0894 32.4101	33.6938
G/135 G/136	50,808	53,348	56,015	58,816	61,757	64.845	68,087	71,491	G/135 G/136	4,192	4,402	4,622	4,853	5,146	5,404	5,674	5,958	G/135	24.1851	25.6481	26.9303	28.2769	29.6909	31.1755	32.7341	34.0308
G/137	51,316	53,882	56,576	59,405	62,375	65,494	68,769	72,207	G/137	4,276	4,490	4,715	4,950	5,198	5,458	5,731	6,017	G/137	24.6712	25.9048	27.2000	28.5601	29.9880	31.4875	33.0620	
G/138	51,829	54,420	57,141	59,998	62,998 63.628	66,148	69,455 70,149	72,928 73.656	G/138	4,319	4,535	4,762	5,000	5,250	5,512	5,788	6,077	G/138	24.9178	26.1635	27.4716	28.8452	30.2875	31.8019	33.3918	35.0615
G/139 G/140	52,347 52.870	54,964 55,514	57,712 58,290	60,598 61,205	64,265	66,809 67,478	70,149	74,395	G/139 G/140	4,362 4,406	4,580 4,626	4,809 4.858	5,050	5,302	5,567 5,623	5,846 5,904	6,138	G/139 G/140	25.1668 25.4183	26.4250	27.7462	29.1337	30.5904	32.1197 32.4413	33.7255	
G/140 G/141	53,399	56.069	58.872	61,816	64,203	68.152	71,560	75.138	G/140 G/141	4,400	4,672	4,838	5,100	5,409	5,679	5,963	6,262	G/140 G/141	25.6726	26.9563	28.3038	29.4255	31.2053	32.7654	34.4038	36.1240
G/142	53,933	56,630	59,462	62,435	65,557	68,835	72,277	75,891	G/142	4,494	4,719	4,955	5,203	5,463	5,736	6,023	6,324	G/142	25.9293	27.2260	28.5875	30.0168	31.5178	33.0938	34.7486	
G/143	54,472	57,196	60,056	63,059	66,212	69,523	72,999	76,649	G/143	4,539	4,766	5,005	5,255	5,518	5,794	6,083	6,387	G/143	26.1885	27.4981	28.8731	30.3168	31.8327	33.4245	35.0957	36.8505
G/144 G/145	55,017 55,567	57,768 58.345	60,656 61,262	63,689 64.325	66,873 67,541	70,217 70,918	73,728 74,464	77,414 78.187	G/144 G/145	4,585 4.631	4,814	5,055	5,307	5,573 5.628	5,851 5,910	6,144	6,451	G/144 G/145	26.4505 26.7149	27.7731	29.1615	30.6197 30.9255	32.1505 32.4716	33.7582 34.0952	35.4462 35.8000	37.2183 37.5899
G/146	56,123	58,929	61,875	64,969	68,217	71,628	75,209	78,969	G/145	4,631	4,911	5.156	5,414	5,685	5,969	6.267	6.581	G/145	26.9822	28.3313	29.7476	31.2351	32.7966	34.4365	36.1582	37.9659
G/147	56,684	59,518	62,494	65,619	68,900	72,345	75,962	79,760	G/147	4,724	4,960	5,208	5,468	5,742	6,029	6,330	6,647	G/147	27.2519	28.6144	30.0452	31.5476	33.1250	34.7813	36.5202	38.3462
G/148	57,251	60,114	63,120	66,276	69,590	73,070	76,724	80,560	G/148	4,771	5,010	5,260	5,523	5,799	6,089	6,394	6,713	G/148	27.5245	28.9010	30.3462	31.8635	33.4567	35.1298	36.8865	38.7308
G/149 G/150	57,824 58.402	60,715 61.322	63,751 64,388	66,939 67.607	70,286 70.987	73,800 74.536	77,490 78.263	81,365 82.176	G/149 G/150	4,819 4.867	5,060	5,313	5,578 5,634	5,857 5,916	6,150	6,458	6,780	G/149 G/150	27.8000	29.1899	30.6495 30.9558	32.1822	33.7913 34.1284	35.4808 35.8346	37.2548 37.6264	39.1178 39.5077
G/151	58,986	61,935	65,032	68,284	71,698	75,283	79,047	82,999	G/151	4,916	5,161	5,419	5,690	5,975	6,274	6,587	6,917	G/151	28.3587	29.7764	31.2654	32.8288	34.4702	36.1938	38.0034	39.9034
G/152	59,576	62,555	65,683	68,967	72,415	76,036	79,838	83,830	G/152	4,965	5,213	5,474	5,747	6,035	6,336	6,653	6,986	G/152	28.6423	30.0745	31.5784	33.1572	34.8149	36.5558	38.3837	40.3029
G/153	60,172 60,774	63,181 63.813	66,340 67.004	69,657 70,354	73,140 73.872	76,797 77.566	80,637 81.444	84,669 85.516	G/153	5,014	5,265	5,528	5,805	6,095	6,400	6,720	7,056	G/153	28.9288	30.3755	31.8942 32.2135	33.4889 33.8240	35.1635	36.9216	38.7678 39.1558	
G/154 G/155	61,382	64.451	67,674	71,058	74,611	78.342	82,259	86.372	G/154 G/155	5,065 5,115	5,318 5,371	5,640	5,922	6,156 6,218	6,464	6,855	7,126 7,198	G/154 G/155	29.2183	30.9861	32.5356	34.1625	35.5154 35.8707	37.2913 37.6644	39.1558	41.1135 41.5250
G/156	61,996	65,096	68,351	71,769	75,357	79,125	83,081	87,235	G/156	5,166	5,425	5,696	5,981	6,280	6,594	6,923	7,270	G/156	29.8058	31.2962	32.8611	34.5043	36.2293	38.0409	39.9428	41.9399
G/157	62,616 63,242	65,747 66,404	69,034 69,724	72,486 73,210	76,110 76,871	79,916 80,715	83,912 84,751	88,108 88,989	G/157	5,218	5,479	5,753	6,041	6,343	6,660	6,993	7,342	G/157	30.1038	31.6091	33.1894	34.8490	36.5913	38.4212	40.3423	42.3596
G/158 G/159	63,242	66,404	69,724 70.421	73,210 73.942	76,871 77.639	80,715 81.521	84,751 85,597	88,989 89.877	G/158 G/159	5,270 5.323	5,534	5,810 5.868	6,101	6,406	6,726	7,063 7.133	7,416	G/158 G/159	30.4048 30.7087	31.9250 32.2442	33.5212 33.8563	35.1971 35.5490	36.9572 37.3264	38.8053 39.1928	40.7457	42.7832 43.2101
G/159 G/160	64,513	67,739	71,126	74,682	78,416	82,337	86,454	90,777	G/159 G/160	5,323	5,645	5,927	6,224	6,535	6,861	7,133	7,565	G/159 G/160	31.0159	32.5668	34.1952	35.9048	37.7000	39.1928	41.1524	43.6428
G/161	65,158	68,416	71,837	75,429	79,200	83,160	87,318	91,684	G/161	5,430	5,701	5,986	6,286	6,600	6,930	7,277	7,640	G/161	31.3260	32.8923	34.5370	36.2639	38.0769	39.9808	41.9798	44.0788
G/162	65,810 66,468	69,101 69,791	72,556 73,281	76,184	79,993 80,792	83,993 84,832	88,193 89,074	92,603 93,528	G/162	5,484	5,758	6,046	6,349	6,666	6,999	7,349	7,717	G/162	31.6394	33.2216	34.8827	36.6269	38.4582	40.3813	42.4005	
G/163 G/164	67,133	70,490	74,015	76,945 77,716	81,602	84,832 85,682	89,074 89,966	93,528	G/163 G/164	5,539 5,594	5,816 5,874	6,107	6,412	6,733	7,069	7,423	7,794	G/163 G/164	31.9558 32.2755	33.5534 33.8894	35.2313 35.5841	36.9928 37.3635	38.8423 39.2317	40.7846	42.8240	44.9654 45.4154
G/165	67,804	71,194	74,754	78,492	82,417	86,538	90,865	95,408	G/165	5,650	5,933	6,230	6,541	6,868	7,212	7,572	7,951	G/165	32.5981	34.2279	35.9394	37.7365	39.6236	41.6048	43.6851	
G/166	68,482	71,906	75,501	79,276	83,240	87,402	91,772	96,361	G/166	5,707	5,992	6,292	6,606	6,937	7,284	7,648	8,030	G/166	32.9240	34.5702	36.2986	38.1135	40.0192	42.0202	44.1212	46.3274
G/167	69,167 69,859	72,625 73.352	76,256 77.020	80,069 80,871	84,072 84.915	88,276 89.161	92,690 93.619	97,325 98.300	G/167	5,764	6,052	6,355	6,672	7,006	7,356	7,724	8,110	G/167	33.2534 33.5861	34.9159	36.6615	38.4947 38.8803	40.4192	42.4404 42.8659	44.5625	46.7909
G/168 G/169	70,558	74,086	77,020	81,680	84,915 85,764	90,052	93,619	98,300	G/168 G/169	5,822 5.880	6,113 6,174	6,418 6,483	6,739	7,076 7,147	7,430 7,504	7,802	8,192 8,274	G/168 G/169	33.5861	35.2654 35.6183	37.0288 37.3990	38.8803	40.8245	42.8659	45.0091 45.4591	47.2596 47.7322
G/170	71,264	74,827	78,568	82,496	86,621	90,952	95,500	100,275	G/170	5,939	6,236	6,547	6,875	7,218	7,579	7,958	8,356	G/170	34.2615	35.9745	37.7731	39.6615	41.6447	43.7269	45.9135	48.2091
G/171	71,977	75,576	79,355	83,323	87,489	91,863	96,456	101,279	G/171	5,998	6,298	6,613	6,944	7,291	7,655	8,038	8,440	G/171	34.6043	36.3346	38.1514	40.0591	42.0620	44.1649	46.3731	48.6918
G/172	72,697 73.424	76,332 77.095	80,149 80,950	84,156 84,998	88,364 89.248	92,782 93.710	97,421 98.396	102,292 103.316	G/172	6,058	6,361	6,679	7,013	7,364	7,732	8,118 8,200	8,524 8.610	G/172	34.9505	36.6981	38.5332 38.9183	40.4596	42.4827	44.6067 45.0529	46.8370 47.3058	49.1788
G/173 G/174	74,158	77,866	81,759	85,847	90,139	94,646	99,378	104,347	G/173 G/174	6,119 6,180	6,425	6,813	7,083	7,437	7,809	8,200	8,610	G/173 G/174	35.6529	37.4356	39.3072	41.2726	43.3361	45.5029	47.7779	49.6712 50.1668
G/175	74,900	78,645	82,577	86,706	91,041	95,593	100,373	105,392	G/175	6,242	6,554	6,881	7,226	7,587	7,966	8,364	8,783	G/175	36.0096	37.8101	39.7005	41.6856	43.7697	45.9582	48.2563	50.6692
G/176	75,649	79,431	83,403	87,573	91,952	96,550	101,378	106,447	G/176	6,304	6,619	6,950	7,298	7,663	8,046	8,448	8,871	G/176	36.3697	38.1880	40.0976	42.1024	44.2077	46.4183	48.7394	51.1764
G/177 G/178	76,405 77.169	80,225 81.027	84,236 85,078	88,448 89.332	92,870 93,799	97,514 98,489	102,390 103.413	107,510 108,584	G/177 G/178	6,367 6.431	6,685	7,020	7,371	7,739 7.817	8,126 8,207	8,533 8.618	8,959 9.049	G/177 G/178	36.7332 37.1005	38.5697 38.9553	40.4981	42.5231	44.6490 45.0957	46.8817 47.3505	49.2260 49.7178	
G/178 G/179	77,169	81,838	85,930	90,227	94,738	99,475	103,413	109,671	G/178 G/179	6,431	6,752	7,090	7,444	7,817	8,207	8,518	9,049	G/178 G/179	37.1005	39.3452	41.3125	43.3784	45.5471	47.8245	50.2159	
G/180	78,720	82,656	86,789	91,128	95,684	100,468	105,491	110,766	G/180	6,560	6,888	7,232	7,594	7,974	8,372	8,791	9,231	G/180	37.8462	39.7385	41.7255	43.8115	46.0019	48.3019	50.7168	53.2529
G/181	79,507	83,482	87,656	92,039	96,641	101,473	106,547	111,874	G/181	6,626	6,957	7,305	7,670	8,053	8,456	8,879	9,323	G/181	38.2245	40.1356	42.1423	44.2495	46.4620	48.7851	51.2245	53.7856
G/182 G/183	80,302 81,105	84,317 85.160	88,533 89,418	92,960	97,608 98,583	102,488 103,512	107,612 108,688	112,993 114,122	G/182 G/183	6,692 6,759	7,026	7,378 7,452	7,747	8,134 8,215	8,541 8,626	8,968 9,057	9,416 9,510	G/182 G/183	38.6067 38.9928	40.5370	42.5639 42.9894	44.6923 45.1389	46.9269 47.3957	49.2731 49.7654	51.7365 52.2538	54.3236 54.8663
G/183 G/184	81,916	86,012	90,313	94,829	99,570	103,512	109,776	115,265	G/183 G/184	6,759	7,097	7,452	7,824	8,215	8,626	9,057	9,510	G/183 G/184	39.3827	41.3519	43.4197	45.1389	47.8702	50.2639	52.2538	55.4159
G/185	82,735	86,872	91,216	95,777	100,566	105,594	110,874	116,418	G/185	6,895	7,239	7,601	7,981	8,381	8,800	9,240	9,702	G/185	39.7764	41.7654	43.8538	46.0466	48.3490	50.7663	53.3048	55.9702
G/186	83,562	87,740	92,127	96,733	101,570	106,649	111,981	117,580	G/186	6,964	7,312	7,677	8,061	8,464	8,887	9,332	9,798	G/186	40.1740	42.1827	44.2918	46.5063	48.8317	51.2736	53.8370	56.5288
G/187 G/188	84,398 85,242	88,618 89 504	93,049	97,701 98 678	102,586	107,715	113,101	118,756	G/187 G/188	7,033 7,104	7,385 7,459	7,754	8,142 8,223	8,549 8.634	8,976 9,066	9,425	9,896 9,995	G/187 G/188	40.5760	42.6048	44.7351 45.1822	46.9716	49.3202 49.8135	51.7861 52.3043	54.3755 54.9197	57.0942 57.6659
G/188 G/189	86,094	90,399	94,919	99,665	104,648	109,880	115,374	121,143	G/188 G/189	7,104	7,459	7,832	8,223	8,534	9,066	9,519	10,095	G/188 G/189	41.3913	43.4611	45.1822	47.9159	50.3115	52.8269	55.4683	
G/190	86,955	91,303	95,868	100,661	105,694	110,979	116,528	122,354	G/190	7,246	7,609	7,989	8,388	8,808	9,248	9,711	10,196	G/190	41.8053	43.8957	46.0904	48.3947	50.8144	53.3553	56.0231	58.8240